



Agenda of Special Meeting

The Board of Trustees McAllen Independent School District

A Special Meeting of the Board of Trustees of the McAllen Independent School District will be held Tuesday, June 2, 2026, beginning at 5:30 PM Dr. Ricardo Chapa Board Room/Administration Building of the McAllen Independent School District, 2000 North 23rd Street, McAllen, TX 78501.

Items listed on this agenda may be taken in an order other than as shown on this agenda. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

At this meeting there may be discussion and action by the Board on the item(s) and subject(s) listed as follows:

1. **CALL MEETING TO ORDER**
2. **MOMENT OF SILENCE**
3. **PLEDGE OF ALLEGIANCE**
4. **PUBLIC COMMENT(S)**
5. **RECOGNITION**
 - A) Recognition of 2025-2026 University of Texas Rio Grande Valley Teacher Residents 6
Item Submitted: Dr. Albert Canales, Chief Human Resources Officer
Presenter: Dr. René Gutiérrez, Superintendent
6. **CONSENT AGENDA ITEMS**
 - A) Discussion and Possible Action on Request for Proposal No. 2024-1022 Career and Technology Education Instructional Supplies, Materials, Equipment and Related Services (Round 18) 7
Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services
Presenter: Dr. René Gutiérrez, Superintendent
 - B) Discussion and Possible Action on Industry Training Agreement No. 2027-023 Regional Day School Program for the Deaf Training and Educational Services with South Texas College 9
Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

	Presenter: Dr. René Gutiérrez, Superintendent	
C)	Discussion and Possible Action on Request for Proposal No. 2025-1019 Athletic Equipment, Supplies, Reconditioning Services, and Related Products and Services (Round 8) Item Submitted: Dr. Albert Canales, Chief Human Resources Officer	18
	Presenter: Dr. René Gutiérrez, Superintendent	
D)	Discussion and Consideration of Approval of Disposal of Out-of-Adoption Instructional Materials Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations	20
	Presenter: Dr. René Gutiérrez, Superintendent	
E)	Discussion and Possible Action on Continuation of Interlocal Cooperation Agreement No. 2017-095 Tax Assessment and Tax Collection with Hidalgo County Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations	24
	Presenter: Dr. René Gutiérrez, Superintendent	
F)	Discussion and Possible Action on Request for Proposal No. 2025-1027 Building and Maintenance, Materials, Supplies, Equipment, and Related Services (Round 5-Non-Bond) Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations	26
	Presenter: Dr. René Gutiérrez, Superintendent	
7.	INSTRUCTIONAL SERVICES/ INSTRUCTIONAL LEADERSHIP, HUMAN RESOURCES, BUSINESS AND OPERATIONS, AND BOARD OF TRUSTEES ITEMS	
A)	Instructional Services/ Instructional Leadership Item(s) (Dr. Rosalba De Hoyos and/or Jeanette Nino)	
1.	Report Regarding Pre-Kindergarten Instructional Efforts and Student Outcomes Item Submitted: Jeanette Nino, Associate Superintendent for Instructional Leadership	28
	Presenter: Dr. René Gutiérrez, Superintendent	
2.	Discussion and Possible Action on Interlocal Agreement No. 2027-012 Veterinary Technician Apprenticeship Program with South Texas College Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services	48
	Presenter: Dr. René Gutiérrez, Superintendent	
B)	Human Resources Item(s) (Dr. Albert Canales)	
1.	Discussion and Possible Action Regarding James Nikki Rowe High School Softball Booster Donation of JV and Varsity Softball Lockers Item Submitted: Dr. Albert Canales, Chief Human Resources Officer	54

	Presenter: Dr. René Gutiérrez, Superintendent	
2.	Discussion and Possible Action on McAllen Independent School District Board Policy to Amend Policy DEC(LOCAL) Compensation and Benefits: Leaves and Absences; Payment for Accumulated Leave upon Retirement (Second Reading) Item Submitted: Dr. Albert Canales, Chief Human Resources Officer	56
	Presenter: Dr. René Gutiérrez, Superintendent	
3.	Discussion of MISD Policy DGBA (LOCAL) - Personnel Management Relations: Employee Complaints/Grievances (First Reading)	64
	Presenter: Dr. René Gutiérrez, Superintendent	
C) Business and Operations Item(s) (Lorena Garcia)		
1.	Report Regarding 2026 Bond Next Steps to include the following: a. Framework for Project Managers b. Review of Projects for Professional Services Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations	72
	Presenter: Dr. René Gutiérrez, Superintendent	
2.	Report Regarding Intention to Apply for the Employment and Training Administration at United States Department of Labor (DOL) Innovative Approaches to Literacy (IAL) Program Grant on behalf of the United States Department of Education Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations	87
	Presenter: Dr. René Gutiérrez, Superintendent	
3.	Discussion and Possible Action on 2025-2026 Low Attendance Waiver Days Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations	91
	Presenter: Dr. René Gutiérrez, Superintendent	
4.	Discussion and Possible Action on the Optional Flexible School Day Program Application for the 2026-2027 School Year Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations	92
	Presenter: Dr. René Gutiérrez, Superintendent	
5.	Discussion and Possible Action on Request for Offers No. 2026-1036 Sale of Used Technology Equipment Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations	
	Presenter: Dr. René Gutiérrez, Superintendent	
D) Board of Trustees Item(s)		
1.	Discussion and Possible Action on Approval of Board of Education Meeting Minutes	98

8. **RECESS TO CLOSED SESSION: Board of Trustees may go into Closed Session pursuant to Section(s) 551.071, 551.072, 551.074, 551.076, and 551.089 Texas Government Code, to discuss the following:**

- A) Discussion of Human Resources Recommendation(s) for School Year 2025-2026
- B) Discussion of Human Resources Recommendation(s) for School Year 2026-2027
- C) Discussion of Human Resources Employee Resignation(s) and Retirees for School Year 2025-2026
- D) Discussion of Recommendation for the Executive Director of Technology Department for the 2025-2026 School Year
- E) Discussion Regarding School Safety and Security
- F) Pending and/or Potential Litigation
- G) Possible Real Estate Acquisition

9. **RECONVENE IN OPEN SESSION**

10. **ACTION ON ITEM(S) IN CLOSED SESSION**

- A) Discussion and Possible Action of Human Resources Recommendation(s) for School Year 2025-2026 117
- B) Discussion and Possible Action of Human Resources Recommendation(s) for School Year 2026-2027 118
- C) Discussion of Human Resources Employee Resignation(s) and Retirees for School Year 2025-2026 119
- D) Discussion and Possible Action on the Recommendation of the Executive Director of Technology Department for the 2025-2026 School Year 120
- E) Discussion Regarding School Safety and Security
- F) Pending and/or Potential Litigation
- G) Possible Real Estate Acquisition

11. **SCHEDULED MEETINGS**

- A. School Safety and Security Committee Meeting - June 9, 2026 - 12:00 pm - Administration Building/Dr. Ricardo Chapa Board Room
- B. Regular Board Meeting - June 9, 2026 - 5:30 pm - Administration Building/Dr. Ricardo Chapa Board Room
- C. Board Workshop - Budget #6 - June 16, 2026 - 5:30 pm - Administration Building/Dr. Ricardo Chapa Board Room
- D. Regular Board Meeting - June 23, 2026 - 5:30 pm - Administration Building/Dr. Ricardo Chapa Board Room

12. **ADJOURNMENT**

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

Pursuant to Texas Government Code 551.127, a member or employee of a governmental body is authorized to participate remotely in a meeting of the governmental body through a videoconference call, as long as a quorum of the governmental body is

physically present at the location of the Board Meeting. Any video conference conducted pursuant to this section will comply with the technical requirements of this section.

Pursuant to Texas Government Code 551.129, the Board of Trustees may use a telephone conference call, video conference call, or communications over the internet to conduct a public consultation with its attorney in an open meeting of the governmental body, or, a private consultation with its attorney in closed meeting of the governmental body.

*The notice for this meeting was posted in compliance with the Texas Open Meeting Act on May 27, 2026 by 5:00 p.m.
Norma Ramirez, on behalf of Board of Trustees.*

**BOARD RECOGNITION FORM
McALLEN INDEPENDENT SCHOOL DISTRICT**

Meeting Date (Recommended): June 2, 2026

Title of Recognition: Recognition of 2025-2026 University of Texas Rio Grande Valley Teacher Residents 2025-2026

Person(s) Being Recognized (include names & description i.e student at X High School):

Jocelynn Alanis (Thigpen-Zavala)
Kimberly Mondragon (Hendricks)
Krystina Rangel (Thigpen-Zavala)
Stephanie Perez (Perez)
Jocelyn Ambriz-Hernandez (Perez)
Brianna Montenegro (Perez)
Eliamar Guerrero (Thigpen-Zavala)
Diana Martinez (Hendricks)
Ruth Vega (Hendricks)
Marissa Segovia-Garza (Alvarez)
Gricelda Hernandez Bocanegra (Thigpen-Zavala)
Janeth Alba (Perez)
Julianna Torres (Hendricks)
Perla Martinez (Alvarez)
Belinda Gutierrez (Hendricks)
Lilibeth Mercado (Alvarez)
Alessandra De Leon (Alvarez)
Ximenna Carrillo (Perez)
Carissa Mercado (Thigpen-Zavala)
Emily Arroyo (Emily Arroyo)

Coordinators: Patricia Buhider and Cristina Rangel

Principals: Veronica Delgado, Melissa Lara, Monica Garza and Marisela Chapa

Reason for Recognition:

Today, we are recognizing the UTRGV Teacher Residents that served in our elementary classrooms at Thigpen-Zavala Elementary, Alvarez Elementary, Hendricks Elementary, and Perez Elementary.

McAllen ISD is proud to have hosted 20 UTRGV residents who served our students along side an experienced mentor teacher. We would like to congratulate them on their recent graduation with UTRGV on May 16, 2026.

Thank you for representing McAllen ISD.

Photographer Requested: Yes

Attachment:

AV needs:

Name of Presenter: Olga Mendez
Phone: 956-618-6005
eMail: olga.mendez2@mcallenisd.net

Approved for Recognition: 
RENE GUTIERREZ (May 22, 2026 13:31:37 CDT)

Superintendent of Schools

PROCEDURE FOR BOARD RECOGNITION

1. Fill out "Board Recognition Form" in its entirety at least 12 working days before the recommended date for presentation.
2. Submit completed form to Community Information Office with a cc to immediate supervisor and the Secretary to the Board of Trustees

Following the superintendent's executive team approval, confirmation of recognitions (year-at-a-glance) will be done via e-mail each week. Honorees are instructed to report to the Community Information office at 5:15 p.m. on their designated Board Meeting date.

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on Request for Proposal No. 2024-1022 Career and Technology Education Instructional Supplies, Materials, Equipment and Related Services (Round 18)

REFERENCE: Goal 1 - Student Achievement/Student Focus; Strategy 3 - Engaging Learning Environment

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

The McAllen Independent School District solicited proposals for career and technology instructional supplies, materials, equipment, and related services. This Request for Proposal ("RFP") is an extended response period, multiple award contract, solicited in accordance with the Financial Accountability System Resource Guide ("FASRG") Section 5.16, titled "Multiple/Catalog/Discount-from-List Contract Awards." This allows vendors to submit responses throughout the year through the contract term. Vendors are awarded on an incremental basis upon the Board of Trustees' ("Board") approval. One hundred thirty-six (136) vendors were previously awarded through this RFP.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

One thousand eight hundred seventy-four (1,874) vendors were invited to submit proposals, and twenty-nine (29) vendors responded, including twenty-one (21) no-bid responses, one (1) previously awarded, and one (1) non-responsive. The evaluation committee comprised of Leo Saenz, Director of Career Technical Education; Laura Williams, Director of Purchasing Services; Elizabeth Cabrera, Coordinator for Purchasing Services; and Corina Tijerina, Buyer, evaluated the proposals. Administration is recommending that the six (6) vendors on the attached list be awarded, for a total of one hundred forty-two (142) vendors.

LEGAL REVIEW:

None required.

BUDGETARY CONSIDERATIONS:

Funds for these purchases are budgeted through local, state, federal, and grant funds.

RECOMMENDED BOARD ACTION:

Administration recommends that the Board of Trustees approve Request for Proposal No. 2024-1022 Career and Technical Education Instructional Supplies, Materials, Equipment and Related Services (Round 18), and award vendors on the attached list, for a coterminous term through June 30, 2027.


Attachment:

SUBMITTED BY:  LEO SAENZ (May 21, 2026 16:42:43 CDT)

SUPERVISOR:  ROSALBA DE HOYOS (May 21, 2026 21:18:44 CDT)

For further information contact:
Name: Mr. Leo Saenz
Director of Career Technical Education
Office: (956) 632-5181
eMail: leo.saenz@mcallenisd.net

Approved for presentation to the Board of Education:

 RENE GUTIERREZ (May 22, 2026 08:48:35 CDT)

RECOMMENDED VENDORS
Request for Proposal No. 2024-1022

Career and Technology Education Instructional Supplies, Materials, Equipment and Related Services (Round 18)

No.	Vendor Name	City	State	Recommendation
1	Amistad Floral & Crafts LLC	McAllen	TX	Qualified
2	BOUND TO STAY BOUND BOOKS, INC.	JACKSONVILLE	IL	Qualified
3	Distribold US Inc	Houston	TX	Qualified
4	JW Creative Company	Dover	PA	Qualified
5	Pioneer School of Real Estate (Pioneer School of Real Estate, LLC)	Katy	TX	Qualified
6	Youthlight, Inc.	Chapin	SC	Qualified

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on Industry Training Agreement No. 2027-023 Regional Day School Program for the Deaf Training and Educational Services with South Texas College

REFERENCE: Goal 1 - Student Achievement/Student Focus; Strategy 3 - Engaging Learning Environment

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

To provide continuing education certification opportunities for students participating in the Regional Day School Program for the Deaf ("RDSPD") 18+ program.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Through this Industry Training Agreement, South Texas College will issue continuing education certificates of completion to students of the Regional Day School Program for the Deaf (RDSPD) who successfully complete Workforce Continuing Education courses. These courses are included in the Texas Higher Education Coordinating Board's Workforce Education Course Manual.

LEGAL REVIEW:

The Agreement has been approved by legal counsel.


BUDGETARY CONSIDERATIONS:

Funds for these services have been budgeted through local RDSPD funds. The total program participation cost will be \$1,326.00.

RECOMMENDED BOARD ACTION:

Administration recommends that the Board of Trustees approve Industry Training Agreement No. 2027-023 Regional Day School Program for the Deaf Training and Educational Services with South Texas College for School Year 2026-2027.


Attachment:

SUBMITTED BY: 
Liza Lara (May 22, 2026 14:17:33 CDT)

SUPERVISOR: 
Rosalba De Hoyos (May 22, 2026 15:07:58 CDT)

For further information contact:
Name: Ms. Liza Lara, Director, Regional Day School
Program for the Deaf
Office: (956) 618-6000
eMail: liza.lara@mcallenisd.net

Approved for presentation to the Board of Education:


RENE GUTIERREZ (May 22, 2026 16:11:55 CDT)

MEMORANDUM

DATE: May 14, 2026
TO: Dr. Anahid Petrosian, Vice President & Provost for AAED
FROM: Olivia De La Rosa, Dean of Continuing Education and Workforce Development *OP TO*
SUBJECT: ITA 2027-002 McAllen ISD, Regional School Program for the Deaf

Document Summary (Fill out as applicable)			
<input type="checkbox"/> Affiliation Agreement	<input type="checkbox"/> Consulting Service Agreement	<input type="checkbox"/> Lease Agreement	
<input type="checkbox"/> Assurance Page	<input type="checkbox"/> Guest Speaker Agreement	<input type="checkbox"/> MOU	
<input type="checkbox"/> Art Loan Agreement	<input type="checkbox"/> Guest Artist Agreement	<input type="checkbox"/> Performer Agreement	
<input type="checkbox"/> Facility Usage Agreement (FUA)	<input checked="" type="checkbox"/> Industry Training Agreement	<input type="checkbox"/> Training Services Agreement	
<input type="checkbox"/> Student/Community	<input type="checkbox"/> Interlocal Agreement	<input type="checkbox"/> Other:	
<input type="checkbox"/> Employee			
Supplier/District:	McAllen ISD, Regional School Program for the Deaf	A#:	
Program/Event Title:	80 hours of Jewelry Making, Sewing, Cake Decorating, Silk Floral Design & Crafting, Photography, SerSafe Manager, Cooking Healthy, Computers, Agriculture, Self Care, Home Improvement & Maintenance, Car Care, and Art & Design		
Dates:	2026-2027 School Year		
Fees or Compensation:	Fees/Compensation will be paid to STC	Req #:	
Details of Fees/Compensation:	\$1,326.00		
Supplier will sign contract: <input type="checkbox"/> Before submittal to STC <input checked="" type="checkbox"/> After STC approvals			

Provide a brief explanation of the need for these duties and/or services:

Attached for review and approval is ITA 2027-002 with McAllen ISD, Regional School Program for the Deaf to be able to offer 80 hours of Jewelry Making, Sewing, Cake Decorating, Silk Floral Design & Crafting, Photography, SerSafe Manager, Cooking Healthy, Computers, Agriculture, Self Care, Home Improvement & Maintenance, Car Care, and Art & Design to their students. Upon completion of the courses, students will receive a certification of completion.

*Please note: this contract had been previously signed. Signature page changed.

Contracts valued at less than \$50,000 do not need the President's signature unless specified in the contract.					
Select One (1) Level of Approval:	*Contracts Mgr. / Accts Rec	Cost Center Mgr.	Dean / Director	Board Approval & Meeting Date	President Approval
<input type="checkbox"/> L1 - \$0 Fees	STC Contract	<i>OP</i>	<i>OP</i>	Board approval not needed	Approval not needed
<input type="checkbox"/> L3 - Over \$50,000				Approval Required	
<input type="checkbox"/> Lease Agreement				Approval Required	
<input type="checkbox"/> FUA - Employee				Approval Required	
				Next Board Meeting Date:	

Upon completion of this process: Please forward a final scanned copy of President/VPFAS/Director of Purchasing approval to:

_____@southtexascollege.edu

Division Email: Choose an item.

Rose Colorado, AAED Executive AA (rcolorad@southtexascollege.edu)

Level of Approval - Required Signatures		
L1	\$0 - \$9,999	Director of Purchasing
L2	\$10,000 - \$49,999	VPFAS
L3	Over \$50,000+	Board/President

INDUSTRY TRAINING AGREEMENT
South Texas College

This **Industry Training Agreement** ("Agreement") is made and entered into as of the 4th day of March, 2026 (the "Effective Date") and is by and between **SOUTH TEXAS COLLEGE ("STC")**, an institution of higher education authorized by the laws and Constitution of the State of Texas, and **MCALLEN ISD, REGIONAL DAY SCHOOL PROGRAM FOR THE DEAF ("Client")**, a Texas public school district.

WHEREAS, the Client requires training and educational services, as more fully described in **Attachment "A,"** and STC has the expertise, resources, personnel, and experience required to provide such services;

WHEREAS, this Agreement is of mutual interest and benefit to STC and the Client;

NOW, THEREFORE, in consideration of the mutual promises and covenants herein contained, the Client and STC (sometimes collectively referred to herein as the "Parties") agree as follows:

1. Services and Fees

a. During the term of this Agreement, STC shall provide training services to the Client as set forth in **Attachment "A"** (the "Services") which is incorporated herein by reference. The Services may be modified, reduced or expanded with the advance written consent of the Parties. If there is any conflict between the terms and conditions of the Services described in **Attachment "A"** and those contained in the body of this Agreement, the terms of the Agreement shall control.

b. The Client shall pay STC for the Services in accordance with the terms and conditions set forth in **Attachment "A."**

2. STC's Responsibilities and Representations

a. STC represents that all persons connected with STC who are directly in charge of providing the Services are duly registered and/or licensed under the laws, rules and regulations of any authority having jurisdiction, if so required by such laws, rules and regulations.

b. STC represents that to the best of its actual knowledge, as a result of providing the Services, there are no conflicts of interest between the Client and any other person or entity for whom STC is providing or has provided training services. If, during the course of this Agreement, STC becomes aware of facts that constitute or may reasonably lead to a conflict of interest, STC shall promptly notify the Client.

c. Except as may be expressly set forth in **Attachment "A,"** STC represents that its performance does not depend on the acquisition of rights from any third party and that the conveyance of any deliverables described as part of the Services will not knowingly infringe on the intellectual property rights of any third party.

d. STC shall: i) designate an administrator to oversee and administer STC's performance of the Services; ii) provide one or more qualified trainers, training materials and equipment appropriate for the Services; iii) assume full responsibility for complying with the requirements of the U.S. Copyright Act with respect to any training materials provided by STC in connection with providing the Services; iv) ensure that any facilities that will be used for the Services will be open and ready for use on the date(s) and time(s) specified for the Services, if the Services will take place at STC; and v) provide certificates of completion for the participants who complete the training requirements as outlined in the Services.

3. Client's Responsibilities and Representations

a. The Client shall: i) designate a contact person to communicate with STC about any specific requirements of the training program for which the Services are being provided and in connection with general planning and coordination; ii) refrain from copying, reproducing, creating derivative works, publishing, or further distributing any training materials provided by STC; and iii) make all required payments to STC within 30 days of receipt of the invoice.

b. If the Client fails to make any payment as required by this Agreement, the Client agrees to indemnify STC for all costs and expenses incurred by STC in its efforts to collect all amounts due including, but not limited to, court filing fees, litigation expenses, attorneys' fees, and any bank fees.

4. Default and Termination

a. If a party breaches this Agreement, the other party may, so long as such party has not caused the breach, terminate this Agreement upon ten (10) days written notice describing the details of the breach. The termination shall, however, not be effective if the breach is fully cured prior to the end of the ten-day period.

b. STC or Client may for any reason, or no reason, terminate this Agreement at any time upon giving thirty (30) days advance written notice to the other party. If either party terminates this Agreement for convenience, it shall have no liability to the other party of any kind other than refunding any sums paid for any services that were not performed.

c. The Client acknowledges and agrees that by providing the Services, STC is not making any representation or warranty concerning the Client's future performance or success and that STC is not responsible in any way for the operation of the Client's business.

d. If STC breaches its obligations under this Agreement, the Client's sole and exclusive remedy will be limited to, at STC's option, the correction or replacement of any of the Services or to the repayment of the portion of the compensation paid by the Client corresponding to the non-conforming Services. STC shall not be liable to the Client for any other damages, either special, direct, indirect, incidental, consequential or otherwise, and in no event shall the liability of STC exceed the total amount paid by the Client under this Agreement.

e. Neither party will be liable or responsible to the other for any loss or damage or for any delays or failure to perform due to causes beyond its reasonable control including acts of God, strikes, epidemics, war, riots, flood, fire, sabotage, or any other circumstances of like character.

5. Miscellaneous

- a. The relationship created by this Agreement shall be that of independent contractor. Nothing in this Agreement shall be read to make the employees or agents of either party an employee or an agent of the other.
- b. This Agreement constitutes all representations, oral and written, of the work to be performed, replaces all previous agreements, and constitutes the entire agreement between the Parties; this Agreement may be modified only in writing, signed by each party, after reasonable notice.
- c. The Client agrees that STC may use the Client's business name in the promotion of training services.
- d. As a public community college of the state of Texas, STC is immune from actions in tort, except those arising from the use of a motor vehicle. Nothing in this Agreement shall be interpreted to constitute a waiver of this immunity by STC or an agreement by the Parties to indemnify or hold each other harmless except as provided for in Section 3.b.
- e. This Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, successors, representatives, and assigns of the Parties, as the case may be.
- f. STC, as part of an institution of higher education and recipient of federal and state funding, is subject to federal and state civil rights laws and regulations prohibiting it from discriminating on the basis of race, ethnicity, gender, creed, age, disability or Veterans status in any program or activity of STC. This Agreement, and the Services offered pursuant to this Agreement, are subject to the provisions of those laws and regulations, and the Client agrees that it will cooperate in any civil rights investigation conducted by STC or any external agency regarding the Services or STC's performance of this Agreement.
- g. This Agreement shall be governed by and construed in accordance with the laws of the state of Texas. Each party submits to the exclusive jurisdiction of the courts located in Hidalgo County, Texas for the purpose of any action or proceeding brought by either of them in connection with this Agreement or any alleged breach thereof.
- h. Neither party shall assign its rights or obligations hereunder without the prior written consent of the other party. STC shall not subcontract, either directly or indirectly, any of its responsibilities hereunder without the prior written consent of the Client.

IN WITNESS WHEREOF, South Texas College and the Client have executed and delivered this Agreement as of the date first above written.


(STC) SOUTH TEXAS COLLEGE:

MCALLEN INDEPENDENT SCHOOL DISTRICT:

By: 
Dr. Anahid Petrosian
Vice President & Provost

By: _____
Lucia Regalado
Board President

By: 
Olivia de la Rosa
Dean

Approved as to form:
Johnathan Ball, Staff Attorney
By:  JOHNATHAN BALL (May 21, 2026 09:24:54 CDT)

Type of Funding: Federal __ (if Federal funds, CFDA _____); State __; Local __; Private __

Upon the execution of this Agreement, please return both copies in the envelope provided for your convenience. When all signatures are obtained, one fully executed original will be returned for your records.

ATTACHMENT A
SERVICES AND COSTS

South Texas College will provide 80 hours of instruction in Jewelry Making, Sewing, and Cake Decorating to participants in the McAllen ISD Regional Day School for the Deaf program. Upon successful completion of each course, students will earn Continuing Education Units (CEUs) and receive a Certificate of Completion.

In addition, students will also earn an 80-hour Certificate of Completion in Silk Floral Design & Crafting, Photography, ServSafe Manager, Cooking Healthy, Computers, Agriculture, Self-Care, Home Improvement & Maintenance, Car Care, and Art & Design. These courses will be taught by McAllen ISD S.T.R.I.D.E.S. teachers.

Course Name: McAllen ISD, Regional Day School for the Deaf Program

Total No. of Hours: 80 hours each class; Jewelry Making, Sewing, Cake Decorating, Silk Floral Design & Crafting, Photography, ServSafe Manager, Cooking Healthy, Computers, Agriculture, Self Care, Home Improvement & Maintenance, Car Care, and Art & Design.

Administrator Responsible: Denise Reyna, Program Developer & Coordinator

Company Contact: Whitney Maupin,
Regional Day School Program for the Deaf Supervisor
whitney.maupin@mcallenisd.net

Company Billing Address: 2100 W Hackberry Ave.
McAllen, TX 78501

Dates: 2026-2027 School Year

Time: TBD

Location: McAllen ISD Facilities

Program	# of Sessions	Min # of Students	Tuition	Supplies	Total per Student	Total per Session
Cake Decorating	1	1	\$ 312.00	\$ 130.00	\$ 442.00	\$ 442.00
Sewing	1	1	\$ 312.00	\$ 130.00	\$ 442.00	\$ 442.00
Jewelry Making	1	1	\$ 312.00	\$ 130.00	\$ 442.00	\$ 442.00
Silk Floral Design & Crafting*	1	1	\$ -	\$ -	\$ -	\$ -
Photography*	1	1	\$ -	\$ -	\$ -	\$ -
ServSafe Manager*	1	1	\$ -	\$ -	\$ -	\$ -
Cooking Healthy*	1	1	\$ -	\$ -	\$ -	\$ -
Computers*	1	1	\$ -	\$ -	\$ -	\$ -
Agriculture*	1	1	\$ -	\$ -	\$ -	\$ -
Self-Care (prev. Personal Hygiene-Hair & Nails*)	1	1	\$ -	\$ -	\$ -	\$ -
Art & Design*	1	1	\$ -	\$ -	\$ -	\$ -
Home Improvement & Maintenance*	1	1	\$ -	\$ -	\$ -	\$ -
Car Care*	1	1	\$ -	\$ -	\$ -	\$ -
GRAND TOTAL						\$ 1,326.00

The minimum cost per session per program shall remain as shown in the *Total per Session* column as the "Recovery of Cost" in order for STC to complete training for all remaining students. Additional students will be charged at the rate listed in the *Total per Student* column for each program. Workforce classes will be identified with 0 Tuition. ***McAllen ISD will provide Supplies for the classes.**



**SOUTH TEXAS
COLLEGE**

Carmina Pedraza, Administrative Assistant
Continuing, Professional and Workforce
Education

Tel: 956-872-1694

Fax: 956-872-6735

Email: csaenz@southtexascollege.edu

Date: 05/14/2026

For: Dr. Anahid Petrosian, Vice President &
Provost for AAED

Review Signature

Comments:

For review and approval, ITA 2027-003 McAllen
ISD, Parent and Family Engagement Program and
ITA 2027-002 McAllen ISD, Regional School
Program for the Deaf to offer Continuing
Education courses.

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on Request for Proposal No. 2025-1019 Athletic Equipment, Supplies, Reconditioning Services, and Related Products and Services (Round 8)

REFERENCE: Goal 1: Student Achievement/Student Focus; Strategy 3: Engaging Learning Environments

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

The McAllen Independent School District solicited proposals for athletic equipment, supplies, reconditioning services, and related products and services. This Request for Proposal ("RFP") is an extended response period, multiple award contract, solicited in accordance with the Financial Accountability System Resource Guide ("FASRG"), section 5.16, titled "Multiple/Catalog/Discount-from-List Contract Awards." This allows vendors to submit responses throughout the year through the contract term. Vendors are awarded on an incremental basis upon the Board of Trustees' approval. Fifty-three (53) vendors were previously awarded through this RFP.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Five hundred eighty-three (583) vendors were invited to submit proposals, and eight (8) vendors responded, including four (4) no-bid responses, one (1) non-responsive, and two (2) previously awarded with no changes. The evaluation committee, comprised of Brian McClenny, Director of Athletics; Lorena Lopez, Assistant Director of Athletics; Laura Williams, Director of Purchasing Services; Elizabeth Cabrera, Coordinator for Purchasing Services; and Sandra Pulido, Buyer, evaluated the proposals. Administration is recommending that the one (1) company listed on the attached list be approved as a qualified vendor, for a total of fifty-four (54) vendors.

LEGAL REVIEW:

None required.

BUDGETARY CONSIDERATIONS:

Funds for these services have been budgeted through local, state, federal, and grant funds.

RECOMMENDED BOARD ACTION:

Administration recommends that the Board of Trustees approve Request for Proposal No. 2025-1019 Athletic Equipment, Supplies, Reconditioning Services, and Related Products and Services (Round 8), and approve the companies on the attached list as qualified vendors, for a coterminous term through June 30, 2028.

Attachment:

SUBMITTED BY: *Brian McClenny*

SUPERVISOR: *Alberto Canales*
Alberto Canales (May 21, 2026 15:34:21 CDT)

For further information contact:
Name: Mr. Brian McClenny, Director of Athletics
Office: (956) 618-6089
eMail: bmccleenn@mcallenisd.net

Approved for presentation to the Board of Education:
Rene Gutierrez
RENE GUTIERREZ (May 21, 2026 16:18:32 CDT)

RECOMMENDED VENDORS

Request for Proposal No. 2025-1019

Athletic Equipment, Supplies, Reconditioning Services, and Related Products and Services (Round 8)

No.	Vendor Name	City	State	Recommendation
1	Gandy Ink (G & G Investments Inc)	San Angelo	TX	Qualified

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on Disposal of Out of Adoption Instructional Materials

REFERENCE: Goal 4: Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

According to CMD (LEGAL), "The board shall determine how the district will dispose of discontinued printed instructional materials, electronic instructional materials, and technological equipment. The board may dispose of printed instructional material before the date the instructional material is discontinued for use in the public schools by the SBOE if the board determines that the instructional material is not needed by the district and the board does not reasonably expect that the instructional material will be needed. Districts are not required to report the loss or sale of non-adopted materials (including out-of-adoption materials) or adopted or non-adopted materials purchased through the disbursement process."

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

The Instructional Materials are out of adoption and no longer have any value. The materials cannot be sold or auctioned. A complete listing of the instructional materials is being submitted for review.

LEGAL REVIEW:

None required.

BUDGETARY CONSIDERATIONS:

None

RECOMMENDED BOARD ACTION:

That the Board of Trustees approve the disposal of the out of adoption instructional materials at the recycling center.

Attachment:

SUBMITTED BY: Angela Allen
Digitally signed by Angela Allen
Date: 2026.05.11 09:38:44 -05'00'

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (May 14, 2026 08:08:31 CDT)

For further information contact:
Name: Angela Allen
Office: 657-2843
Email: angela.allen@mcallsisd.net

Approved for presentation to the Board of Education:
Rene Gutierrez
RENE GUTIERREZ (May 14, 2026 09:36:06 CDT)

State Adopted Material (Out of Adoption/Expired)

DEPARTMENT/CAMPUS	DATE
REQUESTED BY	TELEPHONE NO. (956)-

All worn out materials may be sold for recycling when the district declares them unsuitable for student use; however, they may also be sold to a reseller that will re-bind the worn out materials and make them suitable for classroom use. *Campuses must first consider the implications for selling or disposing of their instructional materials*

Districts are not required to report any items that were purchased with local funds or report free materials (ancillaries) sent by publishers directly to the district or charter school. For technological equipment, districts are only required to report equipment purchased through their IMA.

Out of Adoption Instructional Materials

ISBN	Title	Excellent	Usable	Damaged	QTY	Unit Price	Extended Amount
1 9780544455085	Go Math! 4th Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2 9780544456143	Go Math! Kinder Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
3 9780544455054	Go Math! 1st Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
4 9780544455061	Go Math! 2nd Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
5 9780544455078	Go Math! 3rd Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
6 9780544455894	Go Math! 5th Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
7 9780544455108	Go Math! Spanish Kinder Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
8 9780544455115	Go Math! Spanish 1st Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
9 9780544455139	Go Math! Spanish 2nd Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
10 9780544455122	Go Math! Spanish 3rd Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
11 9780544455887	Go Math! Spanish 4th Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
12 9780544455146	Go Math! Spanish 5th Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
13	Go Math! Consumables Kinder - 5th Grade English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
14	Go Math! Consumables Kinder - 5th Grade Spanish	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
15		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

Total # of BOXES:

Total # of PALLETS:

Material must be properly boxed or neatly stacked on pallets (5 - Spine-IN / 5 - Spine-OUT) and organized by title and grade level.

For Office Use Only

Transfer to: _____	Date Assigned: _____
Transferred by: _____	Date of Transfer: _____

State Adopted Material (*Out of Adoption/Expired*)

DEPARTMENT/CAMPUS	DATE
REQUESTED BY	TELEPHONE NO. (956)-

All worn out materials may be sold for recycling when the district declares them unsuitable for student use; however, they may also be sold to a reseller that will re-bind the worn out materials and make them suitable for classroom use. *Campuses must first consider the implications for selling or disposing of their instructional materials*

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Out of Adoption Instructional Materials

ISBN	Title	Excellent	Usable	Damaged	QTY	Unit Price	Extended Amount
1 9780544051676	Go Math! 6th Grade (non-consumable)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2 9780544050877	Go Math! 7th Grade (non-consumable)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
3 978054405288	Go Math! 8th Grade (non-consumable)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
4 9780544065604	Go Math! 6th Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
5 9780544066205	Go Math! 8th Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
6 9780544066106	Go Math! 7th Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
7	Go Math! 6th-8th Grade Consumables	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
8 9780021401116	TX Algebra I Vol 1 Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
9 9780021401123	TX Algebra I Vol 2 Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
10 9780021402465	TX Algebra I Student Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
11 9780021401222	TX Geometry Vol 1 Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
12 9780021401161	TX Geometry Vol 2 Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
13 9780021392551	TX Geometry Student Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
14		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
15		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

Total # of BOXES:

Total # of PALLETS:

Material must be properly boxed or neatly stacked on pallets (5 - Spine-IN / 5 - Spine-OUT) and organized by title and grade level.

For Office Use Only

Transfer to: _____	Date Assigned: _____
Transferred by: _____	Date of Transfer: _____

State Adopted Material (Out of Adoption/Expired)

DEPARTMENT/CAMPUS	DATE
REQUESTED BY	TELEPHONE NO. (956)-

All worn out materials may be sold for recycling when the district declares them unsuitable for student use; however, they may also be sold to a reseller that will re-bind the worn out materials and make them suitable for classroom use. *Campuses must first consider the implications for selling or disposing of their instructional materials*

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Out of Adoption Instructional Materials

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3 9780544455054	Go Math! 1st Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
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8 9780544455115	Go Math! Spanish 1st Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
9 9780544455139	Go Math! Spanish 2nd Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
10 9780544455122	Go Math! Spanish 3rd Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
11 9780544455887	Go Math! Spanish 4th Grade Teacher Edition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
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13	Go Math! Consumables Kinder - 5th Grade English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
14	Go Math! Consumables Kinder - 5th Grade Spanish	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
15		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

Total # of BOXES:

Total # of PALLETS:

Material must be properly boxed or neatly stacked on pallets (5 - Spine-IN / 5 - Spine-OUT) and organized by title and grade level.

For Office Use Only

Transfer to: _____ Date Assigned: _____

Transferred by: _____ 23 _____ Date of Transfer: _____

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on Continuation of Inter-local Cooperation Agreement No. 2017-095 Tax Assessment and Tax Collection with Hidalgo County

REFERENCE: Goal 4 - Financial Priorities; Strategy 7 - Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

On September 3, 1996, the Board of Trustees approved an interlocal cooperation agreement with Hidalgo County ("County") for tax assessment and collections for an annual fee of \$124,901.00. This agreement automatically renews for subsequent tax years unless written notification of intent to terminate is provided at least sixty (60) days before the renewal date. Each year, prior to May 1, the County submits the proposed fee for the following year to McAllen Independent School District. The cost may not increase more than 5% per year.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

The following chart displays the history of fees and increases:

Beginning School Year		Ending School	Year Annual Fee	Increase Percentage
1996-1997	to	2001-2002	\$124,901.00	-
2002-2003	to	2004-2005	\$130,271.00	4.3%
2005-2006	to	2009-2010	\$136,784.55	5.0%
2010-2011	to	2013-2014	\$143,623.78	5.0%
2014-2015	to	2016-2017	\$150,804.00	5.0%
2017-2018	to	2020-2022	\$158,340.00	5.0%
2020-2022	to	2022-2023	\$166,248.00	4.8%
2022-2023	to	2023-2024	\$166,248.00	0%
2023-2024	to	2024-2025	\$166,248.00	0%
2024-2025	to	2025-2026	\$166,248.00	0%
2025-2026	to	2026-2027	\$174,552.00	4.9%

LEGAL REVIEW:

Legal has approved this agreement.

BUDGETARY CONSIDERATIONS:

The tax collection contract amount of \$174,552.00 will be budgeted in 2026-2027 from the General Fund.

RECOMMENDED BOARD ACTION:

Administration recommends that the Board of Trustees approve the Continuation of Interlocal Cooperation Agreement No. 2017-095 Tax Assessment and Tax Collection with Hidalgo County in the amount of \$174,552.00.00 effective July 1, 2026 to June 30, 2027.

Attachment:

SUBMITTED BY: JOEL GARCIA

SUPERVISOR: Lorena Garcia (May 26, 2026 07:52:07 CDT)

For further information contact:
Name: Mr. Joel Garcia, Chief Financial Officer
Office: (956) 618-6018
eMail: joel.garcia@mcallenisd.net

Approved for presentation to the Board of Education:
RENE GUTIERREZ (May 26, 2026 08:10:17 CDT)

Office of Tax Assessor-Collector

COUNTY of HIDALGO

Pablo "Paul" Villarreal, Jr. PCC.



May 13, 2026

Mr. Joel Garcia CPM, Chief Financial Officer
McAllen ISD
2000 N. 23rd St.
McAllen, TX. 78501

P.O. Box 178
Edinburg, Texas 78540-0178
Ph. (956) 318-2157
Fax (956) 318-2733
www.hidalgocountytax.org

Dear Dr. Garcia:

As per Clause VI, consideration of our Collection of Taxes Contract, be advised that the fee for the taxable year 2026 will increase to a new annual fee of \$174,552. effective July 1, 2026.

This increase is within the 5% threshold as allowed by contract.

Please sign, date and return this letter to us as soon as possible.

Sincerely,

Pablo (Paul) Villarreal, Jr. PCC
Hidalgo County Tax Assessor-Collector

XC: Hon. Richard Cortez
Hidalgo County Judge

Ms. Letty Chavez,
Hidalgo County Auditor

Accepted & Agreed:

By: _____

McAllen ISD

Lucia Regalado, _____
Board President

Printed Name and Title

Date

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on Request for Proposal No. 2025-1027 Building and Maintenance, Materials, Supplies, Equipment, and Related Services (Round 5)

REFERENCE: Goal 3 - Facility Priorities; Strategy 7 - Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

The McAllen Independent School District solicited proposals for building and maintenance, materials, supplies, equipment, and related services. This Request for Proposal ("RFP") is an extended response period, multiple award contract, solicited in accordance with the Financial Accountability System Resource Guide ("FASRG"), section 5.16, titled "Multiple/Catalog/Discount-from-List Contract Awards". This allows vendors to submit responses throughout the year through the contract term. Vendors are awarded on an incremental basis, upon the Board of Trustees ("Board") approval. Sixty (60) vendors were previously awarded through this RFP.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Seven hundred twenty-four (724) vendors were invited to submit proposals, and sixteen (16) vendors responded, including five (5) no bid responses, and four (4) previously awarded with no changes. The evaluation committee, comprised of Ruben Treviño, Executive Director for Facilities, Maintenance, and Operations; Laura Williams, Director of Purchasing Services; Elizabeth Cabrera, Coordinator for Purchasing Services; and Sandra Pulido, Buyer, evaluated the proposals. Administration is recommending that the seven (7) companies listed on the attached list be approved as qualified vendors, for a total of sixty-seven (67) vendors.

LEGAL REVIEW:

None Required

BUDGETARY CONSIDERATIONS:

Funds for these purchases are budgeted through local, state, federal, and grant funds.

RECOMMENDED BOARD ACTION:

Administration recommends that the Board of Trustees approve Request for Proposal No. 2025-1027 Building and Maintenance, Materials, Supplies, Equipment, and Related Services (Round 5), and approve the companies on the attached list as qualified vendors, for a coterminous term through June 30, 2026.

Attachment:

SUBMITTED BY: 

SUPERVISOR: 
Lorena Garcia (May 21, 2026 17:08:23 CDT)

For further information contact:
Name: Mr. Ruben Trevino, Executive Director for
Facilities, Maintenance, and Operations
Office: (956) 632-3200
email: ruben.trevino@mcallenisd.net

Approved for presentation to the Board of Education:


RENE GUTIERREZ (May 22, 2026 08:50:02 CDT)

RECOMMENDED VENDORS
Request for Proposal No. 2025-1027
Building and Maintenance, Materials, Supplies, Equipment, and Related Services (Round 5)

No.	Vendor Name	City	State	Recommendation
1	Air Comm Corporation	Houston	TX	Qualified
2	Legefey Roofing LLC	Springtown	TX	Qualified
3	Perry Mechanical Systems LLC	Corpus Christi	TX	Qualified
4	RS Electric Network LLC	McAllen	TX	Qualified
5	Selvera Builders, LLC	Brownsville	TX	Qualified
6	Solar Electric Power Company	Stuart	FL	Qualified
7	TJ's Professional Painting and Construction, LLC	Red Oak	TX	Qualified

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

Meeting Date: June 2, 2026

SUBJECT: Report Regarding Pre-Kindergarten Instructional Efforts and Student Outcomes

REFERENCE: Goal 1- Student Achievement/Student Focus, Strategy 4- Learning Experiences; Goal 2 - People Development, Strategy 1 - Communication, Strategy 2 - Experienced Staff, Strategy 6 - Preparedness

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

This board presentation provides an overview regarding the instructional efforts to support staff and students in pre-kindergarten.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

This presentation is to inform regarding the efforts for all pre-kindergarten students at McAllen I.S.D. including staff professional development, partnerships, and student outcome measures.


LEGAL REVIEW: None

BUDGETARY CONSIDERATIONS: None

RECOMMENDED BOARD ACTION: This item is for information purposes only.


Attachment:

SUBMITTED BY: _____

SUPERVISOR:  _____
Jeanette Nino (Apr 27, 2026 13:49:27 CDT)

For further information contact:
Name: Jeanette C. Nino,
Associate Superintendent for Instructional Leadership
Office: 956-618-6053
eMail: jeanette.nino@mcallenisd.net

Approved for presentation to the Board of Education:

 _____
RENE GUTIERREZ (Apr 28, 2026 09:23:03 CDT)

Board Report

Pre-Kinder & Early Learning and Student Outcomes

Supporting Growth and Reducing Learning Gaps

Presented by:


- Jeanette C. Nino, Associate Superintendent for Instructional Leadership
- Erica Canales, Early Childhood Coordinator
- Judy Precup, Pre-K Teacher, Jackson Elementary School
- Sandra Martinez, Pre-K Teacher, Perez Elementary School
- Juan Lopez, Pre-K Teacher, Wilson Elementary School (HS)
- Erika Salinas, Principal, Jackson Elementary School
- Veronica Delgado, Principal, Perez Elementary School
- Rebecca Echazarreta, Principal, Wilson Elementary School

Tuesday, June 2, 2026

Why Early Learning Matters

- The early years set the trajectory for future success
- Language and communication skills develop rapidly
- Early number concepts build academic readiness
- Phonological awareness builds the foundation for future reading success
 - Social-emotional development supports learning readiness
- Self-regulation, routines, and confidence strengthen engagement
 - Early support helps reduce future learning gaps
- Pre-K prepares students for kindergarten readiness





Pre-Kinder
CLI Engage
Data



2025-2026

BOY/EOY

DISTRICT SUMMARY

Reading 66%

Math 72%

Progress Measure 1.1 : The percentage of Pre-Kindergarten students that score "on track" or above in Reading on the CirclePM diagnostic will increase from 56% to 66% by June 2026.

Progress Measure 2.1: The percentage of Pre-Kindergarten students that score "on track" or above in Math on the Circle PM diagnostic will increase from 55% to 72% by June 2026.

Yearly Targets						
2020	2021	2022	2023	2024	2025	2026
56%	58%	60%	62%	64%	83%	66%

Yearly Targets						
2020	2021	2022	2023	2024	2025	2026
55%	57%	60%	64%	70%	90%	72%

Pre-Kinder-Reading English

	Total Students Tested @ BOY	Total Students Tested @ EOY	BOY		EOY		BOY		EOY	
			# Students Tested	Needs Support	# Students Tested	Needs Support	# Students Tested	On Track	# Students Tested	On Track
DISTRICT	852	850	257	30%	80	9%	500	59%	708	83%

Pre-Kinder-Reading Spanish

	Total Students Tested @ BOY	Total Students Tested @ EOY	BOY		EOY		BOY		EOY	
			# Students Tested	Needs Support	# Students Tested	Needs Support	# Students Tested	On Track	# Students Tested	On Track
DISTRICT	341	334	98	29%	41	12%	216	63%	256	77%
COMBINED TOTAL	1193	1184	355	30%	121	10%	716	60%	964	81%

Pre-Kinder-Math English

	Total Students Tested @ BOY	Total Students Tested @ EOY	BOY		EOY		BOY		EOY	
			# Students Tested	Needs Support	# Students Tested	Needs Support	# Students Tested	On Track	# Students Tested	On Track
DISTRICT	1122	1124	154	14%	57	5%	843	75%	1018	91%

Pre-Kinder-Math Spanish

	Total Students Tested @ BOY	Total Students Tested @ EOY	BOY		EOY		BOY		EOY	
			# Students Tested	Needs Support	# Students Tested	Needs Support	# Students Tested	On Track	# Students Tested	On Track
DISTRICT	65	62	13	20%	11	18%	50	77%	51	82%
COMBINED TOTAL	1187	1186	167	14%	68	6%	893	75%	1069	90%



McALLEN ISD
WE ARE ALL IN!



PRE-KINDER CAMP!




August 13, 2026

Pre-K Camp: A Strong Start Before the First Day

- Held August 13, 2026, the Thursday before the first day of school
- We invite all incoming Pre-K students to join us for the new school year
- Provides students with an early preview of school
- Introduces classroom routines, expectations, and procedures
- Supports social-emotional comfort and confidence
- Helps students build relationships with staff and peers
- Creates a smooth transition into the new school year





High-Quality Instruction in the Pre-K Classroom

High-Quality Instruction in the Pre-K Classroom



Ms. Judy Precup- (Jackson Elem.)

- Strong routines that support engagement and independence
- Explicit and systematic instruction in key early learning skills
- Oral language and vocabulary development
- Social-emotional skills embedded daily
- Play-based learning that promotes curiosity and problem-solving
- Hands-on learning experiences across the day



INSTRUCTION





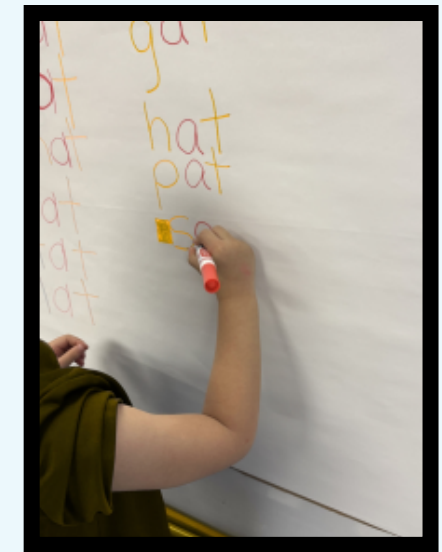
Examples of Whole Group, Small Group

Ms. Precup's Pre-K Classroom



Whole Group

- Morning Routine
 - Phonological Awareness review - Heggerty
 - Letter name/sound review

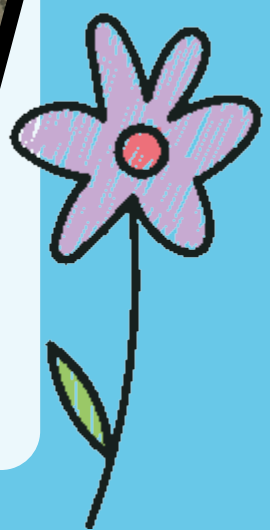


Onset Rime Practice



Small Group

- Blending practice
- Rhyming practice





Building Early
Literacy and Early
Math Foundations

Building Early Literacy and Early Math Foundations

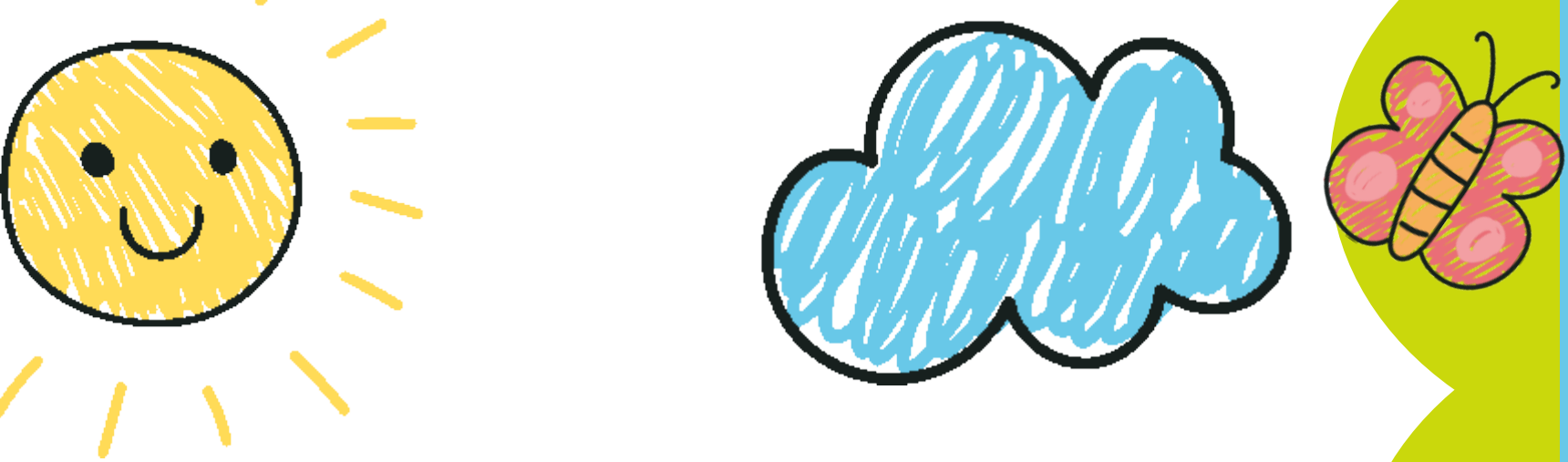


Miss Sandra Martinez' - (Perez Elem.)

- Phonological awareness builds early literacy foundations
- Number sense activities support early math readiness
- Vocabulary and oral language strengthen comprehension
 - Ongoing assessment helps monitor progress
 - Differentiated instruction meets student needs

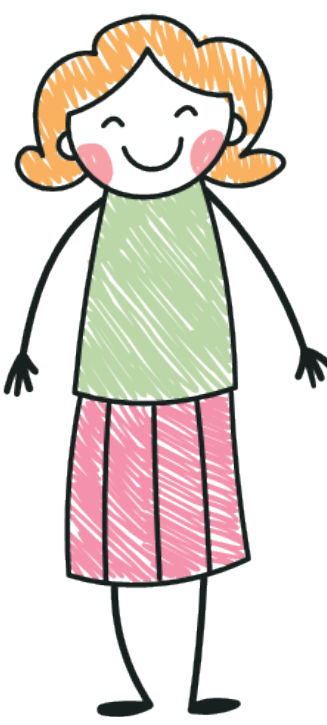


STUDENT SKILL
DEVELOPMENT



Miss Martinez' Pre-K Classroom

Small Group Intervention



Learning Stations

***Rhyming**



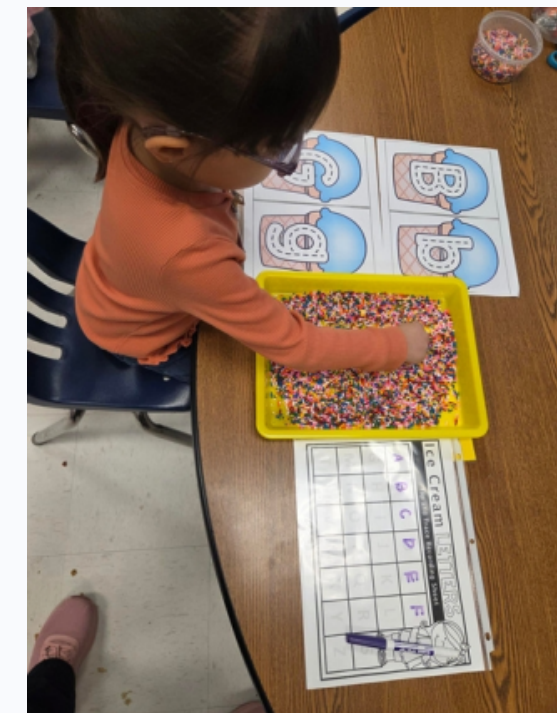
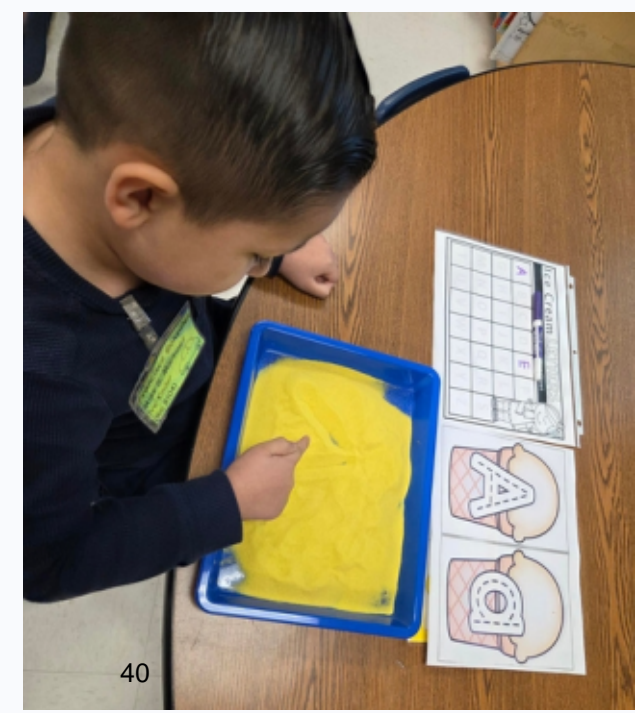
***Sentence Segmentation**



***Syllables**



***Alliteration**





Learning Centers
and Targeted
Support

Learning Stations and Targeted Support



Centers + small groups + CLI data

Mr. Lopez' - (Wilson Elem.)

- Learning centers provide hands-on practice across all core content areas
 - Small group instruction targets specific student needs
 - CLI Engage data drives instruction, grouping, and intervention
- Teachers provide reteaching and one-to-one support as needed
 - Instruction is adjusted regularly to accelerate growth



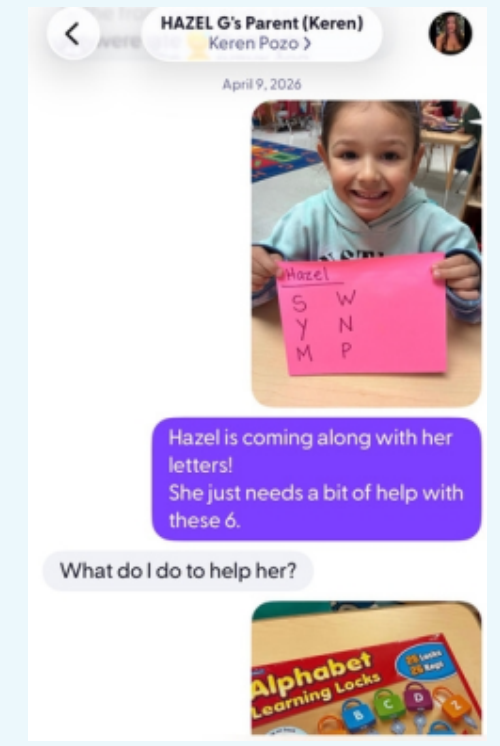
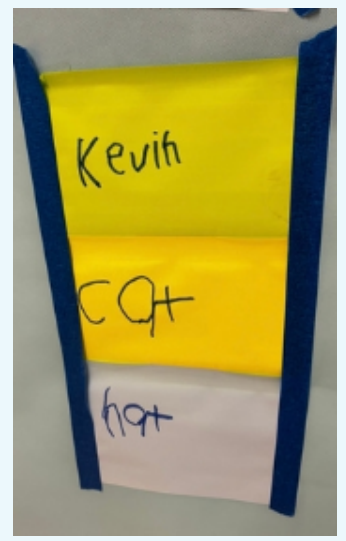
ACCOUNTABILITY +
RESULTS



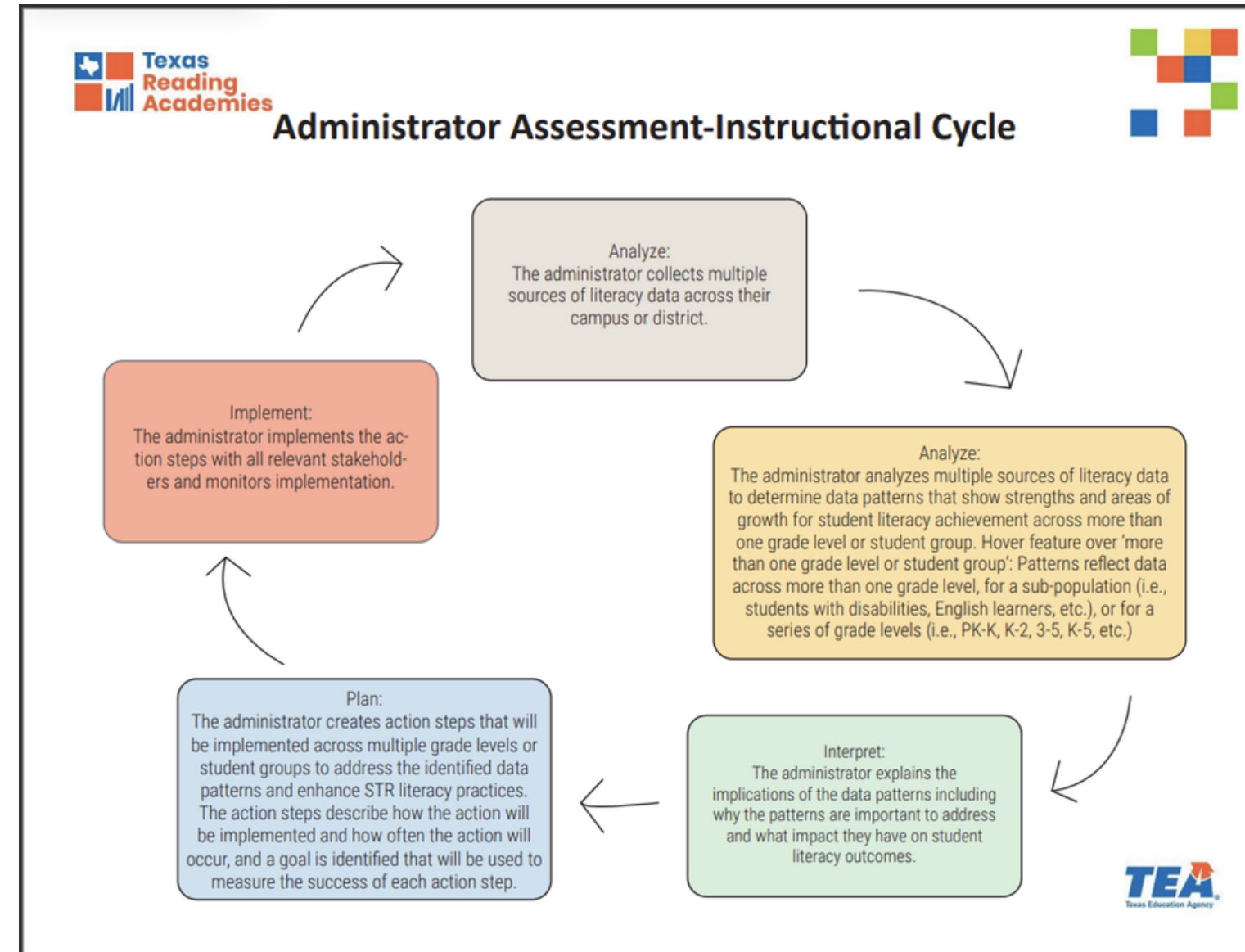
Mr. Lopez' Pre-K Classroom



Learning Stations and Targeted Support



Campus Leadership Supporting Early Learning



Next Steps for Continued Growth

- Continue monitoring student progress through data cycles
 - Maintain differentiated support for all learners
- Strengthen phonological awareness, language, and early math readiness
 - Expand family engagement and attendance supports
- Prepare students for successful transition to kindergarten



The early years are the foundation upon which children build the rest of their lives.



Thank You!



**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on Interlocal Agreement No. 2027-012 Veterinary Technician Apprenticeship Program with South Texas College

REFERENCE: Goal 1: Student Achievement/Student Focus Strategy 6: Future-Ready Students

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

South Texas College will provide a Veterinary Technician Apprenticeship Program through its Center for Advanced Training & Apprenticeships (CATA) for McAllen ISD students. The program is designed to provide students with foundational knowledge and hands-on training necessary for careers in veterinary medicine and animal healthcare services. The program will include 192 instructional hours over two academic years and will cover topics such as veterinary medical terminology, breeds of domestic animals, medical records, veterinary pharmacology, introductory veterinary technician concepts, and small clinical procedures. This agreement supports the District's Career and Technical Education (CTE) initiatives by expanding opportunities for students to participate in workforce-aligned training programs that promote career readiness and industry-based skills.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

The courses will run from August 2026 through May 2027.

LEGAL REVIEW:

The Agreement has been approved by legal counsel.

BUDGETARY CONSIDERATIONS:


The total amount for this services is \$16,030.08 and will be funded through State Funds.

RECOMMENDED BOARD ACTION:

Administration recommends that the Board of Trustees approve Interlocal Agreement No. 2027-012 Veterinary Technician Apprenticeship Program with South Texas College for a term of August 2026 through May 2027.


Attachment:

SUBMITTED BY:  LEO SAENZ (May 22, 2026 11:47:12 CDT)

SUPERVISOR:  ROSALBA DE HOYOS (May 22, 2026 14:10:15 CDT)

For further information contact:
Name: Mr. Leo Saenz, Director for Career and Technology
Office: 956-632-5181
eMail: leo.saenz@mcallenisd.net

Approved for presentation to the Board of Education:

 RENE GUTIERREZ (May 22, 2026 14:15:56 CDT)



Department of Purchasing Services

Contract No.: 2027-012

**Contract Coversheet and Signature Form
for
Forms/Contracts Requiring Superintendent Approval**

This form standardizes the contract process and is to be used as the cover sheet to ensure complete review by appropriate department(s)/campus(es).

Career & Technical Education

Department/Campus Name

<hr/> Sponsor	<hr/> Signature	<hr/> Date
<hr/> Campus Principal	<hr/> Signature	<hr/> Date
<hr/> Leo D. Saenz	 <hr/> LEO SAENZ (May 18, 2026 10:01:31 CDT)	<hr/> 05/18/2026
Department Director	Signature	Date

INDUSTRY TRAINING AGREEMENT

South Texas College

This Industry Training Agreement (“Agreement”) is made and entered into as of the **30th of April 2026** (the “Effective Date”) and is by and between SOUTH TEXAS COLLEGE (“STC”), a public institution of higher education created under the laws and Constitution of the State of Texas, and **McAllen Independent School District** created under the laws of the State of Texas (“Client”).

WHEREAS, Client requires training and educational services for its students, as more fully described in Attachment “A,” and STC has the expertise, resources, personnel, and experience required to provide such services;

WHEREAS, this Agreement is of mutual interest and benefit to STC and Client;

NOW, THEREFORE, in consideration of the mutual promises and covenants herein contained, Client and STC (sometimes collectively referred to herein as the “Parties”) agree as follows:

I. Services and Fees

During the term of this Agreement, STC shall provide training services to Client as set forth in Attachment “A” (the “Services”) which is incorporated herein by reference. The Services may be modified, reduced or expanded only with the advance written consent of the Parties. If there is any conflict between the terms, conditions and description of the Services described in Attachment “A” and those contained in the body of this Agreement, the terms of Attachment A shall control.

Client shall pay STC for the Services in accordance with the terms and conditions set forth in Attachment “A.”

II. STC’s Responsibilities and Representations

STC represents that all persons connected with STC who are directly in charge of providing the Services are duly registered and/or licensed under the laws, rules and regulations of any authority having jurisdiction, if so, required by such laws, rules and regulations.

STC represents that, to the best of its actual knowledge, as a result of providing the Services there are no conflicts of interest between Client and any other person or entity for whom STC is providing or has provided training services. If, during the course of this Agreement, STC becomes aware of facts or circumstances that constitute or may reasonably lead to a conflict of interest, STC shall promptly notify Client.

Except as may be expressly set forth in Attachment “A,” STC represents that its performance does not depend on the acquisition of rights from any third party and that the conveyance of any deliverables described as part of the Services will not knowingly infringe on the intellectual property rights of any third party. STC shall: i) designate an administrator to oversee and administer STC’s performance of the Services; ii) provide one or more qualified trainers, training materials and equipment appropriate for the Services; iii) assume full responsibility for complying with the requirements of the U.S. Copyright Act with respect to any training materials provided by STC in connection with providing the Services; iv) ensure that any facilities that will be used for the Services, if the Services will be provided at STC, will be open and ready for use on the date(s) and time(s) specified for the Services; and v) unless otherwise agreed, provide certificates of completion for the participants who complete the training requirements as outlined in the Services.

III. Client’s Responsibilities and Representations

Client shall: i) designate a contact person to communicate with STC about any specific requirements of the training program for which the Services are being provided and in connection with general planning and coordination; ii) refrain from copying, reproducing, creating derivative works, publishing, or further distributing any training materials provided

by STC; iii) make all required payments to STC within 30 days of receipt of the invoice; and, iv) pay 25% of the total fee to STC if Client cancels the Services within 30 days of the first day on which the Services were to be provided, unless the cancellation is permitted by the terms of this Agreement.

If Client fails to make any payment as required by this Agreement, Client agrees, to the fullest extent permitted by law, to indemnify STC for all costs and expenses incurred by STC in its efforts to collect all amounts due including, but not limited to, court filing fees, litigation expenses, attorneys' fees, and any bank fees. STC shall be entitled to collect interest on all past due amounts at the rate of 1.5% per month until paid or the maximum amount permitted by law whichever is lower.

IV. Default and Termination

If a party breaches this Agreement, the other party may, so long as such party has not caused the breach, terminate this Agreement upon ten (10) days written notice describing the details of the breach. The termination shall, however, not be effective if the breach is fully cured prior to the end of the ten-day period.

Either party may for any reason, or no reason, terminate this Agreement at any time upon by giving thirty (30) days advance written notice to the other party. If this Agreement is terminated for convenience, neither party shall have further liability to the other party, provided that STC shall refund any sums paid by Client for any services that were not performed.

Client acknowledges and agrees that by providing the Services, STC is not making any representation or warranty concerning Client's future performance or success and that STC is not responsible in any way for the operation of Client's business.

If STC breaches its obligations under this Agreement, Client's sole and exclusive remedy will be limited to, at STC's option, the correction or replacement of any of the Services or to the repayment of the portion of the compensation paid by Client corresponding to the non-conforming Services. STC shall not be liable to Client for any other damages, either special, direct, indirect, incidental, consequential or otherwise, and in no event shall the liability of STC exceed the total amount paid by Client under this Agreement.

Neither party will be liable or responsible to the other for any loss or damage or for any delays or failure to perform due to causes beyond its reasonable control including acts of God, strikes, epidemics, pandemics, war, riots, flood, fire, sabotage, or any other circumstances of like character.

V. Miscellaneous

a. The relationship created by this Agreement shall be that of independent contractor. Nothing in this Agreement shall be construed in such a way as to make the employees or agents of either party an employee or an agent of the other.

b. This Agreement constitutes all representations, oral and written, of the work to be performed, replaces all previous agreements, and constitutes the entire agreement between the Parties; this Agreement may be modified only in writing, signed by each party, after reasonable notice.

c. Nothing in the Agreement or any conduct prior or subsequent to entering into the Agreement shall be construed as a waiver of STC's or the state's sovereign immunity including any of the privileges, rights, defenses, remedies, or immunities available to STC or the State of Texas. The failure to enforce, or any delay in the enforcement of, any privileges, rights, defenses, remedies, or immunities available to STC or the State of Texas under this Agreement or under applicable law shall not constitute a waiver of such privileges, rights, defenses, remedies, or immunities or be considered as a basis for estoppel.

d. This Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, successors, representatives, and assigns of the Parties, as the case may be. This Agreement is made solely and specifically among and for the benefit of the parties named herein and their respective successors and assigns, and no other person shall have

any right, interest, or claims hereunder or be entitled to any benefits pursuant to or on account of the Agreement as a third-party beneficiary or otherwise.

e. STC, as part of an institution of higher education and recipient of federal and state funding, is subject to federal and state civil rights laws and regulations prohibiting it from discriminating on the basis of race, ethnicity, gender, creed, age, disability or Veterans status in any program or activity of STC as well as federal and state laws relating to sexual harassment. This Agreement, and the Services offered pursuant to this Agreement, are subject to the provisions of those laws and regulations, and Client agrees that it will cooperate in any civil rights investigation conducted by STC or any external agency regarding the Services or STC’s performance of this Agreement.

f. This Agreement shall be governed by and construed in accordance with the laws of the state of Texas. Each party submits to the exclusive jurisdiction of the courts located in Hidalgo County, Texas for the purpose of any action or proceeding brought by either of them in connection with this Agreement or any alleged breach thereof.

g. Client and STC acknowledge that they or their employees may, in the performance under this Agreement, come into the possession of proprietary or confidential information owned by or in the possession of the other. Neither party shall use any such information for its own benefit or make such information available to any person, firm, corporation, or other organization except as necessary to perform under the terms of the Agreement.

h. Neither party shall assign its rights or obligations hereunder without the prior written consent of the other party. STC shall not subcontract, either directly or indirectly, any of its responsibilities hereunder without the prior written consent of Client.

IN WITNESS WHEREOF, South Texas College and Client have executed and delivered this Agreement as of the date first above written.

SOUTH TEXAS COLLEGE:

By: _____
Dr. Ricardo J. Solis
Title: President

By: _____
Dr. Anahid Petrosian
Title: Vice President & Provost for AAED


By: _____
Dr. Carlos Margo
Title: Dean, Center for Advanced Training & Apprenticeships (CATA)

By: _____
Leonel Garcia
Title: Director, Center for Advanced Training & Apprenticeships (CATA)

MCALLEN INDEPENDENT SCHOOL DISTRICT:

By: _____
Lucia Regalado, Board of Trustee President

Approved as to form:

by: 
JOHNATHAN BALL (May 18, 2026 11:13:32 CDT)
Johnathan Ball, Staff Attorney

**ATTACHMENT A
SERVICES AND COSTS**

Provider: South Texas College – Center for Advanced Training & Apprenticeships (CATA)

Client: McAllen ISD

Program Title: Veterinary Technician Apprenticeship

Service Dates: TBD (Fall 2026)

Total Training Hours:

- 96 hours (Year 1)
- 96 hours (Year 2) pending next fiscal year

Schedule:

- **Fall 2026- August- December 2026 (exact dates TBD)**
- **Spring 2027 – January- May 2027 (exact dates TBD)**

Times:

- TBD

Location:

- **McAllen ISD (Memorial Campus)**

Contacts

- **STC Contact:** Marisol Chavez, Apprenticeship Manager | (956) 872-3502
- **Client Contact:** Monica Peña, CTE Coordinator | (956) 972-5722 email: Monica.Pena@mcallenisd.net

Training Services Description

South Texas College will provide instruction for the Veterinary Technician Apprenticeship Animal Healthcare programs equip students with foundational skills needed to assist veterinarians and care for animals in clinical and professional settings. The Apprenticeship program instruction will include 192 hours of instruction.

Costs:

Tuition:

Course	Dates	Cohort	Rate	Hours	Students	Tuition Cost
Veterinary Technician Apprenticeship Program	TBD	Cohort 1	\$12.10/hr.	96	12	\$13,939.20

Description of Services:

1. Veterinary Technician Apprenticeship Program
 - a. Module 1- **Fall 2026**
 - i. Students will have 48 hours of instruction to learn about Veterinary Medical Terminology, Breeds of Domestic Animals and Medical Records
 - b. Module 2 – **Spring 2027**
 - i. Students will have 48 hours of instruction to learn about Veterinary Pharmacology, Intro to Vet Tech and Small Clinical Procedures

Total Cost for Tuition: **\$13,939.20**

Processing Fee: 15% x \$13,939.20 = \$2,090.88

Grant Total: \$16,030.08

Note: Additional participants will be charged at the rate of **\$1,616.60** for tuition for **Veterinary Technician Apprenticeship Program**. The minimum cost for this program, covering **12** students, will remain at **\$16,030.08** This will ensure that STC can recover the costs associated with completing the program.

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action Regarding James Nikki Rowe High School Softball Booster Donation of JV and Varsity Softball Lockers

REFERENCE: Goal 1: Student Achievement/Student Focus, Strategy 6: Future-Ready Students.

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

In accordance with Board Policy CDC (Local), "the Board delegates to the Superintendent the authority to accept unsolicited gifts on behalf of the District".

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

The James Nikki Rowe High School Softball Booster Club is proud to donate new lockers for the JV and Varsity Softball locker room facilities to provide a lasting benefit for our student athletes and the campus community.

LEGAL REVIEW:

None.

BUDGETARY CONSIDERATIONS:

The donation has a value of \$20,124.

RECOMMENDED BOARD ACTION:

Administration is recommending that the Board of Trustees approve the James Nikki Rowe High School Softball Booster Donation of JV and Varsity Softball Lockers.

Attachment:

SUBMITTED BY: *Brian McClenny*

SUPERVISOR: *Alberto Canales*
Alberto Canales (May 21, 2026 20:23:38 CDT)

For further information contact:
Name: Brian McClenny, Director of Athletics
Office: (956) 618-6089
Email: bmcclen@mcallenisd.net

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (May 22, 2026 08:49:15 CDT)

McAllen ISD Donation Form

See consideration guidelines on previous page.

SECTION I:

Solicited Unsolicited Does donation alter facilities? Yes

Describe Property (Include mfg./model) or Cash Amount	Serial # (If applicable)	Quantity	Per Unit Value*	Total Amount
JV Lockers (double)		18	379.00	6,822.00
Varsity Lockers (single)		18	739.00	13,302.00

*Appraised Market Value. *Additional page can be added as needed.*

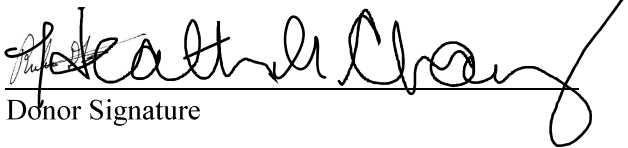
Please indicate specific purpose or instruction, if any: Lockers for Rowe Softball Program.

Single lockers for Varsity. Double tier lockers for JV.

Proposed installation method or source donated by: Rowe Softball Booster


Print Name of Donor: Rowe Softball Booster Tax ID: 99-4638020

Print Donor's Address, City, State, Zip: 4006 Zulley St, Mission, Tx 78573


Donor Signature

5/4/2026
Date

SECTION II:

Department	Accepted	Rejected	Dept. Director Signature	Date
Department of Technology	<input type="checkbox"/>	<input type="checkbox"/>		
Instructional Technology	<input type="checkbox"/>	<input type="checkbox"/>		
Facilities, Maintenance & Operations	<input checked="" type="checkbox"/>	<input type="checkbox"/>		05/18/2026
Child Nutrition	<input type="checkbox"/>	<input type="checkbox"/>		
Athletics	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>Brian McClenny</u>	5/12/2026
Fine Arts	<input type="checkbox"/>	<input type="checkbox"/>		
Fixed Assets	<input type="checkbox"/>	<input type="checkbox"/>		

Rationale: _____

Special Requirements: _____

SECTION III: Final Acceptance (Required)

Signature of McAllen ISD Administrator/Campus Principal: Alfredo Gutierrez
Alfredo Gutierrez (May 19, 2026 12:56:28 CDT)

Department/Campus: Rowe High School

Signature of Superintendent or Designee (if applicable): Lorena Garcia

Date: 05/19/2026

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on McAllen Independent School District Board Policy to amend Policy DEC (LOCAL) Compensation and Benefits: Leaves and Absences Payment for Accumulated Leave Upon Retirement (Second Reading)

REFERENCE: Goal 2: People Development, Strategy 2: Attract/Retain High Quality Staff.

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

DEC (LOCAL) current policy states that an employee who retires from the District shall be eligible for payment for accumulated state and local leave under the following conditions:

1. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.
2. The employee is retiring under the Teacher Retirement System of Texas (TRS).
3. The employee has been employed by the District for at least the last eight consecutive years.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Most educators do retire under the Teacher Retirement System of Texas (TRS), we do have employees who have retired from other Retirement Systems.

LEGAL REVIEW:

None.

BUDGETARY CONSIDERATIONS:

The employee shall receive payment for each day of accumulated state and local leave, to a maximum of 75 days, at a rate established by the Board.

RECOMMENDED BOARD ACTION:

Administration is recommending the amended change to Policy DEC (LOCAL) when it comes to Payment for Accumulated Leave Upon Retirement that employees who retire under the Teacher Retirement System of Texas (TRS) or any other Retirement System also be eligible for payment.

Administration is recommending action on this item.

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (May 22, 2026 12:13:00 CDT)

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (May 26, 2026 07:55:40 CDT)

For further information contact:
Name: Dr. Albert Canales, Chief Human Resources Officer
Office: (956) 618-6009
eMail: albert.canales@mcallenisd.net

Approved for presentation to the Board of Education:
Rene Gutierrez
RENE GUTIERREZ (May 26, 2026 08:08:36 CDT)

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**Leave
Administration**

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

Definitions

The term “immediate family” is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee’s household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term “family emergency” shall be limited to disasters and life-threatening situations involving the employee or a member of the employee’s immediate family.

Leave Day

A “leave day” for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee’s usual assignment, whether full-time or part-time.

School Year

A “school year” for purposes of earning, using, or recording leave shall mean the term of the employee’s annual employment as set by the District for the employee’s usual assignment, whether full-time or part-time.

Daily Rate of Pay

The “daily rate” of a contract employee, including a teacher, school counselor, or librarian, shall be computed by dividing the employee’s annual salary by the number of duty days in the employee’s contract year.

Catastrophic Illness
or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee’s immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions

relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

Note: For District contribution to employee insurance during leave, see CRD(LOCAL).

Availability

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

State Leave Proration

If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal leave the employee used beyond his or her pro rata entitlement for the school year.

Medical Certification

An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than three consecutive work-days because of personal illness or illness in the immediate family;
2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or
3. The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

State Personal Leave

The Board requires employees to differentiate the manner in which state personal leave is used.

Nondiscretionary Use

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

Discretionary Use Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

Request for Leave In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.

Local Leave Each employee shall earn five paid local leave days per school year in accordance with administrative regulations.

Local leave shall accumulate without limit.

Local leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above]

Extended Sick Leave After all available paid leave days and any applicable compensatory time have been exhausted, a full-time employee shall be granted in a school year a maximum of 30 leave days of extended sick leave to be used on consecutive workdays and only for the employee's own personal illness or injury, including pregnancy-related illness or injury.

A written request for extended sick leave must be accompanied by medical certification of the illness or injury.

Extended sick leave shall be unpaid leave.

Sick Leave Pool An employee who has exhausted all paid leave as well as any applicable compensatory time and who suffers from a catastrophic illness or injury or is absent due to the catastrophic illness or injury of a member of the employee's immediate family may request the establishment of a sick leave pool, to which District employees may donate local leave for use by the eligible employee.

The pool shall cease to exist when the employee no longer needs leave for the purpose requested, uses the maximum number of days allowed under a pool, or exhausts all leave days donated to the sick leave pool.

The Superintendent shall develop regulations for the implementation of the sick leave pool that address the following:

1. Procedures to request the establishment of a sick leave pool;
2. The maximum number of days an employee may donate to a sick leave pool;

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

3. The maximum number of days per school year an eligible employee may receive from a sick leave pool; and
4. The return of unused days to donors.

Appeal

An employee may appeal a decision regarding the establishment or implementation of the District's sick leave pool in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.

Mental Health Leave

A District peace officer or a full-time District telecommunicator, as defined by law, who experiences a traumatic event in the scope of employment shall be granted a maximum of five days of mental health leave per traumatic event. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding mental health leave that address the following:

1. Circumstances or reasons under which an eligible employee may use mental health leave;
2. Procedures for requesting mental health leave and maintaining the anonymity of the requestor;
3. The administrator authorized to approve requests for mental health leave; and
4. Other procedures deemed necessary for administering this provision.

Quarantine Leave

A District peace officer shall be granted quarantine leave when ordered by the local health authority or the peace officer's supervisor to quarantine or isolate due to possible or known exposure to a communicable disease while on duty. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding quarantine leave that address the following:

1. Continuation of all employment benefits and compensation for the duration of the leave;
2. Reimbursement for reasonable costs related to the quarantine; and
3. Other procedures deemed necessary for administering this provision.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**Line of Duty Illness
or Injury Leave of
Absence**

Following a leave of absence with full pay as required by law, the police officer may use accumulated leave in accordance with administrative guidelines. The District shall not extend the leave of absence for a police officer's line of duty illness or injury.

**Family and Medical
Leave**

The District shall make FMLA leave available to employees in accordance with DECA(LEGAL) and the following provisions.

Concurrent Use of
Paid Leave

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable, except as provided below.

Exception

A teacher shall notify the appropriate administrator if they choose not to use paid leave concurrently with FMLA leave for an absence related to pregnancy or the birth or adoption of child.

Twelve-Month
Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured backward from the date an employee uses FMLA leave.

Combined Leave for
Spouses

When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.

Intermittent or
Reduced Schedule
Leave

The District shall not permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of
Leave

When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.

Fitness-for-Duty
Certification

In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.

Leave at the End of
Semester

When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.

**Temporary Disability
Leave**

Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.

The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.

**Workers'
Compensation**

Note: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.

An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

No Paid Leave
Offset

The District shall not permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

Court Appearances

Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.

**Payment for
Accumulated Leave
Upon Retirement**

The following leave provisions shall apply to state and local leave accumulated beginning on the original effective date of this program.

An employee who retires from the District shall be eligible for payment for accumulated state and local leave under the following conditions:

1. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.
2. The employee is retiring under the Teacher Retirement System of Texas (TRS) or any other Retirement System.
3. The employee has been employed by the District for at least the last eight consecutive years.

The employee shall receive payment for each day of accumulated state and local leave, to a maximum of 75 days, at a rate established by the Board. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

When a person who meets all eligibility criteria for this benefit dies while employed by the District, the District shall make the applicable payment to the estate of the deceased employee.

**Neutral Absence
Control**

If an employee does not return to work after exhausting all available paid and unpaid leave, the District shall provide the employee written notice that he or she no longer has leave available for use. The District shall automatically pursue termination of an employee who has exhausted all available leave, regardless of the reason for the absence [see DF series]. The employee's eligibility for reasonable accommodations, as required by the Americans with Disabilities Act [see DAA(LEGAL)], shall be considered before termination. If terminated, the employee may apply for reemployment with the District.

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion of MISD Policy DGBA (LOCAL) – Personnel Management Relations: Employee Complaints/ Grievances (First Reading)

REFERENCE:

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

Administration is presenting MISD Policy DGBA (LOCAL) – Personnel Management Relations: Employee Complaints/ Grievances for first reading and discussion. The revisions are intended to ensure alignment with current legal requirements, district practices, and procedural clarity regarding the handling of employee complaints and grievances.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Administration is requesting proposed policy updates to provide clarification regarding grievance procedures, timelines, levels of review, and employee rights throughout the complaint resolution process. The revisions once submitted to TASB Policy Services will support consistency, transparency, and compliance in addressing employee concerns. The first reading allows the Board of Trustees the opportunity to review and discuss the proposed changes prior to consideration for adoption at a future meeting.

LEGAL REVIEW:

Recommendations will be reviewed by TASB Policy Services.

BUDGETARY CONSIDERATIONS:

None

RECOMMENDED BOARD ACTION:

The MISD Policy DGBA (LOCAL) – Personnel Management Relations: Employee Complaints/Grievances (First Reading), is for information purposes only, no action is required.

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (May 27, 2026 08:08:20 CDT)

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (May 27, 2026 08:13:00 CDT)

For further information contact:
Name: Dr. Albert Canales, Chief Human Resources Officer
Office: (956) 618-6005
Email: albert.canales@mcallenisd.net

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (May 27, 2026 09:51:00 CDT)

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Superintendent of Schools

Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Employee complaints shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with DGBA after the relevant complaint process has been followed:

1. Complaints alleging discrimination, including violations of Title IX (gender), Title VII (sex, race, color, religion, national origin), ADEA (age), or Section 504 (disability), shall be submitted in accordance with DIA.
2. Complaints alleging certain forms of harassment, including harassment by a supervisor and violation of Title VII, shall be submitted in accordance with DIA.
3. Complaints concerning retaliation related to discrimination and harassment shall be submitted in accordance with DIA.
4. Complaints concerning instructional resources shall be submitted in accordance with the EF series.
5. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with the CKE series.
6. Complaints concerning the proposed nonrenewal of a term contract issued under Chapter 21 of the Education Code shall be submitted in accordance with DFBB.
7. Complaints concerning the proposed termination or suspension without pay of an employee on a probationary, term, or continuing contract issued under Chapter 21 of the Education Code during the contract term shall be submitted in accordance with DFAA, DFBA, or DFCA.

Notice to Employees

The District shall inform employees of this policy through appropriate District publications and on the District’s website.

Informal Process

The Board encourages employees to discuss their concerns with their supervisor, principal, or other appropriate campus or District administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Filing Deadlines

If an employee has engaged in the informal process in an attempt to resolve the complaint with the District and has not reached a

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA
(LOCAL)

resolution during the process, the employee must file a complaint within 15 business days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

Deadline Extensions

All deadlines shall be strictly followed unless otherwise required by law or modified by mutual written consent.

Formal Process

An employee may initiate the formal process described below by timely filing a written complaint form.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or “mini-trial” at any level.

The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem. In most circumstances, the employee shall file Level One complaints with the campus principal for any complaint on a matter related to a campus. For a complaint that arises on a matter that is unrelated to a campus, the complaint shall be filed with the appropriate District-level administrator.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the Superintendent, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

Option to Continue Informal Process

Even after initiating the formal complaint process, the employee is encouraged to seek informal resolution of their concerns. An employee whose concerns are resolved may withdraw a formal complaint at any time.

Notice of Complaint

A District employee against whom a complaint has been filed shall be provided notice of the complaint in accordance with administrative regulations. The employee shall have sufficient opportunity to submit a written response to the complaint that shall be included in the record of the complaint.

Freedom from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against an employee for bringing a concern or complaint.

**Whistleblower
Complaints**

Whistleblower complaints shall be filed within the time specified by law and may be made beginning at Level Two. Timelines for the employee and the District set out in this policy may be shortened to allow the Board to make a final decision within 60 calendar days of the initiation of the complaint. [See DG]

**Complaints Against
Supervisors**

Complaints alleging a violation of law by a supervisor may be made to the Superintendent. Complaints alleging a violation of law by the Superintendent may be submitted directly to the Board or Board's designee.

**Direct
Communication with
Board Members**

Employees shall not be prohibited from communicating with a member of the Board regarding District operations except when communication between an employee and a Board member would be inappropriate because of a pending hearing or appeal related to the employee.

General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three business days after the deadline.

Scheduling
Hearings

The District shall make reasonable attempts to schedule hearings at a mutually agreeable time. If the employee fails to appear at a scheduled hearing, the District may hold the hearing and issue a decision in the employee's absence.

Decision

A "decision" shall mean a written communication to the employee from the appropriate administrator that provides an explanation of the basis of the decision, an indication of each document that supports the decision, and any relief or redress to be provided. A decision shall be issued on the merits of the concern raised in the complaint notwithstanding any procedural errors or the type of relief or redress requested.

The decision shall also include information regarding the filing of an appeal in accordance with this policy. After a hearing at Level Three, the decision shall include information on submitting an appeal to the commissioner.

A decision may be hand-delivered, sent by electronic communication to the employee's email address of record, or sent by U.S. Mail

to the employee's mailing address of record. Mailed decisions shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Representative

"Representative" shall mean any person who or an organization that does not claim the right to strike and is designated by the employee to represent the employee in the complaint process.

The employee may designate a representative through written notice to the District at any level of this process. The representative may participate in person or by telephone conference call. If the employee designates a representative with fewer than three business days' notice to the District before a scheduled hearing, the District may reschedule the hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.

Consolidating
Complaints

To promote efficiency in addressing complaints, the appropriate administrator shall determine if separate or serial complaints arising from an event or series of related events shall be consolidated.

Costs Incurred

Each party shall pay its own costs incurred in the course of the complaint.

Complaint and
Appeal Forms

Complaints and appeals under this policy shall be submitted on a form provided by the District.

Copies of any documents that support the complaint should be included with the complaint form. If the employee does not have copies of these documents, copies may be presented at the Level One hearing. After the Level One hearing, the employee may supplement the record with additional documents or include additional claims.

Record

A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the employee who filed the complaint, documents determined relevant by District personnel, and the decision.

Remand

A complaint or appeal form that is incomplete in any material aspect shall be refiled, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.

If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.

**Assignment of
Hearing Officer**

When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory or higher organizational role. The District employee who is the subject of the complaint shall recuse themselves from reviewing the complaint at any level in the process.

Investigation

The District may conduct an investigation at any level in the complaint process. If the District and the employee mutually agree, all deadlines shall be suspended during an investigation.

Audio Recording

As provided by law, an employee shall be permitted to make an audio recording of a hearing under this policy at which the substance of the employee's complaint is discussed. The employee shall notify all attendees present that an audio recording is taking place.

Complaint Levels

Level One

At Level One, the appropriate hearing officer shall hold a hearing with the employee within 10 calendar days after receipt of the written complaint. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the employee a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider information provided with the complaint form and any other relevant documents or information the hearing officer believes will help resolve the complaint.

Level Two

If the employee did not receive the relief requested at Level One or if the time for a decision has expired, the employee may request a hearing at Level Two to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within 20 calendar days of the date of the Level One decision or, if no decision has been communicated to the employee, within 20 calendar days of the Level One decision deadline.

After receiving notice of the appeal, the Level One hearing officer shall prepare and forward a record of the Level One complaint to the Level Two hearing officer and provide a copy of the Level One record to the employee.

The Level One record shall include:

1. The original complaint form and any attachments.
2. Any other documents submitted by the employee at Level One.
3. If the complaint is against a District employee, the written response of the District employee, if any.

4. The decision issued at Level One and any attachments.
5. All other documents relied upon by the Level One hearing officer in reaching the Level One decision.

The hearing officer shall hold a hearing within 10 calendar days after the appeal notice is filed. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the employee a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider the Level One record, any additional information provided prior to the Level Two hearing, and any other relevant documents or information the hearing officer believes will help resolve the complaint.

Recordings of the Level One and Level Two hearings, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the employee did not receive the relief requested at Level Two or if the time for a decision has expired, the employee may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within 20 calendar days of the date of the Level Two decision or, if no decision has been communicated to the employee, within 20 calendar days of the Level Two decision deadline.

Unless the Board delegates a committee in accordance with law, the Board shall hear the appeal of the Level Two decision.

After receiving notice of the appeal, the Board or Board committee shall hold a meeting to discuss the complaint no later than 60 calendar days after the date on which the Level Two decision was made.

The Superintendent shall inform the employee whether the Board or a Board committee will hear the appeal and of the date, time, and place of the meeting at which the complaint will be on the agenda for presentation to the Board or Board committee.

At least five business days before the Board or Board committee meeting, the Superintendent shall provide the employee a description of any information the Board intends to rely on that is not contained in the record created at the previous hearing levels, including any preliminary hearing.

The Superintendent shall provide the Board the record of the Level Two appeal. The employee may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. Any other documents submitted by the employee at Level Two.
4. The decision issued at Level Two and any attachments.
5. All other documents relied upon by the administration in reaching the Level Two decision.

The employee may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the Texas Open Meetings Act or other applicable law requires otherwise. [See BE]

At the meeting, the presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the employee and administration to each make a presentation and provide rebuttal and an opportunity for questioning by Board members.

In addition to any other record of the meeting required by law, the Board or Board committee shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the employee or the employee's representative, any presentation from the administration, and questions from Board members with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board or Board committee shall then consider the complaint. It shall make a decision no later than 30 calendar days after the date of the Board or Board committee meeting at which the complaint was presented. The employee shall be provided a decision in accordance with this policy and state law.

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Report Regarding Bond 2026 Next Steps to include the following:
a. Framework for Project Managers
b. Review of Projects for Professional Services

REFERENCE: Goal 4, Strategy 7 - Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

Voters in McAllen ISD have approved the district's \$335 million bond program in the May 2 election, supporting investments in modernizing campuses, expanding Career and Technical Education opportunities, strengthening school safety and security, enhancing fine arts facilities, and addressing critical infrastructure needs across the district.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Administration will once again, review the framework for hiring Bond Project Manager. Administration will also provide a review of the projects for allocation of professional services (Architects and Engineers).

LEGAL REVIEW:

Not Applicable.

BUDGETARY CONSIDERATIONS:

Not Applicable.

RECOMMENDED BOARD ACTION:

This item is for information purposes only.

Attachment:

SUBMITTED BY: _____

For further information contact:
Name: Lorena Garcia, Deputy Superintendent for
Business and Operations
Office: 956-688-5445
Email: lorena.garcia@mcallenisd.net

Lorena Garcia
SUPERVISOR: Lorena Garcia (May 22, 2026 13:41:24 CDT)

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (May 22, 2026 13:52:23 CDT)

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Superintendent of Schools



Report Regarding 2026 Bond Next Steps

June 2, 2026

The background of the slide is a collage of diverse children of various ethnicities and ages, smiling and engaged in activities. A large white rectangular area with a yellow border is centered on the page, containing the main title.

Framework for Project Manager

Project Manager Model A

BOND PROJECT MANAGER X		DISTRICT MANAGED X	
• CTE Buildings	\$39,490,000	• HVAC Upgrades	\$103,190,000
• Multi-Purpose Buildings	\$35,000,000	• Paving Improvements	↓
• Gyms	\$26,920,000	• Roofing	
• Classroom Additions	\$38,730,000	• LED Lights/HVAC	
• Front Entry Security	\$13,470,000	Controls/Safety Access	
• Campus Refresh (3 high schools)	\$45,150,000	Controls	
• Cafeteria Modernization	\$33,050,000		
	◆————◆ \$231,810,000		◆————◆ \$103,190,000

RFQ Suggested Timeline For Project Manager

- July 10, 2026 – 1st Advertisement
- July 17, 2026 – 2nd Advertisement
- July 24, 2026 – Closing Date
- August 11, 2026 – Board Interviews
- August 25, 2026 – Board Approval

The background of the slide is a collage of various images showing diverse children in educational or social settings. A large white rectangular area with a yellow border is centered on the page, containing the main title. The collage includes a young boy's face, a girl looking down, a girl with her arms raised, and a girl holding a trophy. The text 'UT' is visible in the background.

Review of Projects for Professional Services

Review of Projects

01 Architect

Memorial High

CTE Building

Multipurpose Building

McAllen High

CTE Building

Multipurpose Building

Rowe High

CTE Building

Multipurpose Building

Review of Projects

02 Architect

Memorial High

Front Entrance

Campus Refresh

Roofing

HVAC Upgrades

McAllen High

Front Entrance

Campus Refresh

Rowe High

Front Entrance

Campus Refresh

Site Paving

Review of Projects

03 Architect

Milam ES

Expansion of Classrooms

Cafeteria Modernization

Gonzalez ES

**Expansion of Classrooms
W/Parking Lot**

Morris MS

Expansion of Classrooms

**Cafeteria
Modernization/Expansion**

Front Entrance

Roof Replacement

HVAC Upgrades

Review of Projects

04 Architect

Seguin ES

Cafeteria Expansion

Site Paving

Alvarez ES

Cafeteria Modernization

HVAC Upgrades

De Leon MS

Front Entrance

Site Paving

HVAC Upgrades

Gyms / Enclosures

Perez ES

Castaneda ES

Sanchez ES (New)

Hendricks ES (New)

Houston ES (New)

Review of Projects

05

Civil Engineer

Site Paving

Castaneda ES

Perez ES

Cathey MS

Administration

McAuliffe ES

Thigpen ES

Fossum MS

Transportation

Houston ES

Wilson ES

A.E.C.H.S.

Jackson ES

I & G

Review of Projects

06

Structural Engineer

Roofs

Brown MS

I & G

Castaneda ES

Jackson Es

Cathey MS

Lamar

Gonzalez ES

Navarro

Fossum MS

Roosevelt ES

Garza ES

Wilson ES

Travis MS

Houston ES

Review of Projects

07 Mech/Elec Engineer

HVAC Upgrades

Garza ES

Jackson ES

Rayburn ES

Wilson ES

Travis MS

Review of Projects

08 Mech/Elec Engineer

Districtwide

LED Upgrades

Safety Upgrades

HVAC Controls



Questions?

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Report Regarding Intention to Apply for the Employment and Training Administration at United States Department of Labor (DOL) Innovative Approaches to Literacy (IAL) program grant on behalf of the United States Department of Education

REFERENCE: Goal 4; Strategy 7: Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

The Innovative Approaches to Literacy (IAL) program supports high-quality programs designed to develop and improve literacy skills for children and students from birth through twelve grades in high-need local educational agencies (LEAs) and schools. The Department intends to promote innovative literacy programs that support the development of literacy skills in low-income communities, including programs that (1) develop and enhance effective school library programs, which may include providing professional development for school librarians, books, and up-to-date materials to high-need schools; (2) provide early literacy services, including pediatric literacy programs through which, during well-child visits, medical providers trained in research-based methods of early language and literacy promotion provide developmentally appropriate books and recommendations to parents to encourage them to read aloud to their children starting in infancy; and (3) provide high-quality books on a regular basis to children and adolescents from low-income communities to increase reading motivation, performance, and frequency.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Application for grant funding to support campuses district wide with professional development for school librarians, books, and up-to-date materials.

LEGAL REVIEW:

N/A

BUDGETARY CONSIDERATIONS:

The Department of Education (ED) and Labor (DOL) anticipates making twenty-five (25) to thirty-five (35) awards with an estimated total program funding being \$16,800,000.00

RECOMMENDED BOARD ACTION:

This item is for informational purposes only, no action required.

Attachment:

SUBMITTED BY: Laura Williams

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (May 22, 2026 11:56:30 CDT)

For further information contact:
Name: Ms. Laura Williams, Director of Purchasing Services
Office: 956-657-4480
eMail: laura.williams@mcallenisd.net

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (May 22, 2026 13:34:33 CDT)

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Superintendent of Schools

**Report Regarding Intention to
Apply for the Employment and
Training Administration at United
States Department of Labor
Innovative Approaches to Literacy
(IAL) Program Grant**

**Board Meeting
June 2, 2026**

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Highlights of the Innovative Approach to Literacy (IAL) Program

Key Dates:

- Grants.gov application deadline is June 9, 2026
- Estimated Total Program Funding: \$16,800,000
- 25-35 awards

Purpose:

The IAL program supports high-quality programs designed to develop and improve literacy skills for children and students from birth through 12th grade in high-need local educational agencies (high-need LEAs) and schools. The Department intends to promote innovative literacy programs that support the development of literacy skills in low-income communities, including programs that:

- ❖ Develop and enhance effective school library programs, which may include providing professional development for school librarians, books, and up-to-date materials to high-need schools
- ❖ Provide early literacy services, including pediatric literacy programs through which, during well-child visits, medical providers trained in research-based methods of early language and literacy promotion provide developmentally appropriate books and recommendations to parents to encourage them to read aloud to their children starting in infancy
- ❖ Provide high-quality books on a regular basis to children and adolescents from low-income communities to increase reading motivation, performance, and frequency.

Thank you.

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on 2025-2026 Low Attendance Waiver Days

REFERENCE: Goal 4: Financial Priorities; Strategy 7 - Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

Districts or campuses may request waivers to excuse any instructional days from the Average Daily Attendance ("ADA") and the Foundation School Program ("FSP") funding calculations if attendance is 10 percentage points below the previous school year's overall average attendance, due to inclement weather, health, or safety-related issues.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Due to potential freezing weather events on January 26, 2026 and January 27, 2026 during the 4th six-week reporting period where schools had delayed starts, McAllen ISD qualifies for Low Attendance Waiver days. Low Attendance Waivers are due to the Texas Education Agency by the end of July for the current school year.

LEGAL REVIEW:

None

BUDGETARY CONSIDERATIONS:

If approved by the Texas Education Agency, these low attendance waivers will improve our ADA and recover funds that would otherwise be lost due to low attendance at either the district or campus level.

RECOMMENDED BOARD ACTION:

Administration recommends that the Board approve the submission of a low attendance day waiver to the Texas Education Agency (TEA), which will improve the District's overall attendance percentage and increase the District's funding.


Attachment:

SUBMITTED BY: 

For further information contact:
Name: Angela Allen
Office: 956-657-2843
Email: angela.allen@mcallenisd.net

SUPERVISOR: 
Lorena Garcia (May 14, 2026 08:07:05 CDT)

Approved for presentation to the Board of Education:


RENE GUTIERREZ (May 14, 2026 09:37:03 CDT)

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on the Optional Flexible School Day Program Application for the 2026-2027 School Year

REFERENCE: Goal 1: Student Achievement/Student Focus; Goal 4: Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

McAllen ISD has offered the Optional Flexible School Day Program (Flex Program) to students for three school years. This program allows for an alternate attendance taking method for students who are at risk, are not meeting minimum attendance expectations, or are attending Achieve Early College High School. The application requires board approval prior to submission.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

For the 2025-2026 school year, 3,606 students have participated in the Flex Program. Of these, 1,461 had dropped below 90% attendance. Since enrolling in Flex, 1,031 of these students have maintained a minimum of 90% attendance based on program criteria, with the average attendance exceeding 100% across all program participants.

Through Flex, students earn instructional minutes to ensure they are meeting attendance requirements to prevent loss of credit or retention.

For 2026-2027 the district intends to enroll eligible students into the Flex Program as early as the first six-weeks to address a history of chronic absenteeism as early as possible.

LEGAL REVIEW:

None

BUDGETARY CONSIDERATIONS:

None

RECOMMENDED BOARD ACTION:

That the Board of Trustees approve the Optional Flexible School Day Program Application for the 2026-2027 School Year.


Attachment:

SUBMITTED BY: 

SUPERVISOR: 
Lorena Garcia (May 22, 2026 13:41:59 CDT)

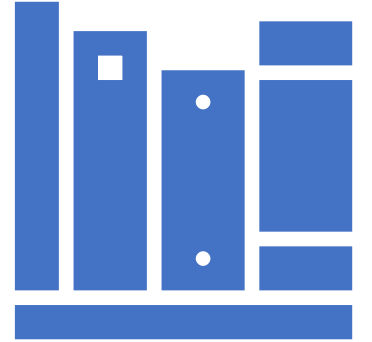
For further information contact:
Name: Elizabeth Cavazos
Office: Strategic Partnership and Student Outreach
Email: elizabeth.cavazos@mcallenisd.net

Approved for presentation to the Board of Education:


RENE GUTIERREZ (May 26, 2026 08:14:02 CDT)

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Superintendent of Schools



McAllen ISD Student Outreach

Optional Flexible School Day Program

McAllen ISD Board of Trustees Meeting

June 2, 2026



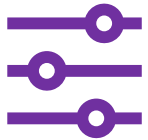
What is the Optional Flexible School Day Program?

- **Optional:** Parents must opt in for their child.
- **Flexible:** Provides the district with flexibility in how attendance is tracked and reported for students.
- **School Day:** At McAllen ISD, students take part in the normal school day.
- The spirit of this program is to **prevent** loss of credit, retention or drop out for students whose attendance puts them at risk.





2025-2026 Highlights



Elementary : 53.4%
Secondary: 46.6%



Male: 51.1%
Female: 48.9%



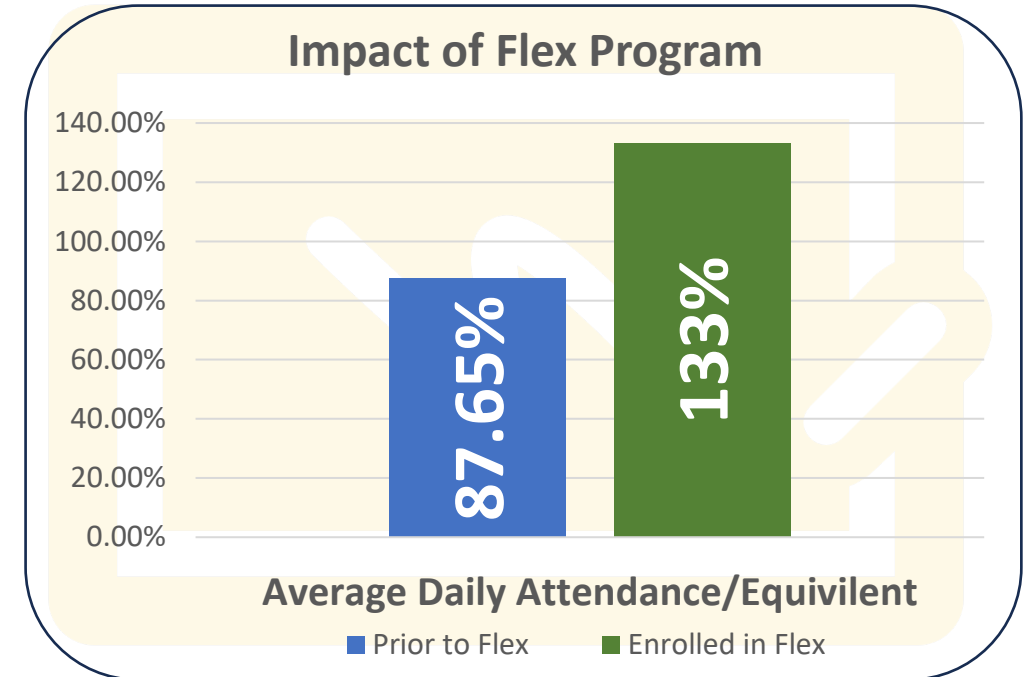
In-District Students: 90.1%%
Out-of-district transfer students: 9.9%



At-risk students: 98.1%



Special Education: 30.7%



1,461 students were **below 90%** attendance. Since enrolling in **Flex**, that number has been reduced to **431** (as of 5/21)



2026-2027 Planning

- OFSDP application is ready for submission to TEA.
- Students can be placed on OFSDP any time during the school year, however eligible students should be enrolled as soon as the first grading period.
- Consent forms have been integrated into the registration process.
- Focusing on prevention rather than recovery.

2026-2027 Eligibility Criteria

- At Risk
 - More than 10 days absent
 - 10% of days absent within a 30-instructional-day period
- More than 18 absences
- Attending Achieve Early College High School





Questions

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action to Approve Board of Education Meeting Minutes

REFERENCE: N/A

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

The minutes for each meeting of the Board of Education are traditionally brought to the Board for approval. After approved, the minutes become the official Record for Board Action.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

The meeting minutes have been prepared and reviewed for accuracy. Approval of these minutes ensures proper documentation of Board proceedings and compliance with record-keeping requirements.

LEGAL REVIEW:

No legal issues are anticipated with the approval of meeting minutes. This item is presented as a standard governance practice.

BUDGETARY CONSIDERATIONS:

There are no budgetary considerations associated with this item.


RECOMMENDED BOARD ACTION:

That the Board of Trustees approve the Board of Education meeting minutes as presented for the following:

- Special Board Meeting - May 12, 2026
- Regular Board Meeting - May 12, 2026
- Board Workshop - May 19, 2026 (Student Recognitions)
- Board Workshop - May 27, 2026 (Budget #5)


Attachment:

SUBMITTED BY: 

SUPERVISOR: 
Lucia Regalado (May 22, 2026 10:27:30 CDT)

For further information contact:
Name: Norma Ramirez
Office: (956) 688-5418
Email: norma.ramirez@mcallsisd.net

Approved for presentation to the Board of Education:


RENE GUTIERREZ (May 22, 2026 11:43:49 CDT)



Special Board Meeting

Tuesday, May 12, 2026 5:30 PM

UTRGV McAllen ISD Collegiate Academy, 801 East Lakeview Drive, McAllen, Texas 78501

Attendance Taken at 5:30 PM.

Robert Carreon:	Present
Erica de la Garza-Lopez:	Present
Roberto Haddad:	Present
Lizzie Kittleman:	Present
Sofia Peña:	Present
Lucia Regalado:	Present
Aaron Rivera:	Present

1. CALL MEETING TO ORDER

Meeting was called to order at 5:32 pm.

2. PUBLIC COMMENTS

The following community member(s) addressed the Board: None.

3. CANVASS OF MAY 2, 2026, BOND ELECTION RESULTS

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Presenter: Dr. René Gutiérrez, Superintendent

Motion to canvass the May 2, 2026 Bond Election results. This motion, made by Trustee Erica de la Garza-Lopez and seconded by Trustee Sofia Peña, Passed.

Robert Carreon:	Yea
Erica de la Garza-Lopez:	Yea
Roberto Haddad:	Yea
Lizzie Kittleman:	Yea
Sofia Peña:	Yea
Lucia Regalado:	Yea
Aaron Rivera:	Yea

Yea: 7, Nay: 0

4. ORDER DECLARING RESULTS OF BOND ELECTION

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Presenter: Dr. René Gutiérrez, Superintendent

Motion to adopt the order declaring the results. This motion, made by Trustee Erica de la Garza-Lopez and seconded by Trustee Roberto Haddad, Passed.

Robert Carreon: Yea
Erica de la Garza-Lopez: Yea
Roberto Haddad: Yea
Lizzie Kittleman: Yea
Sofia Peña: Yea
Lucia Regalado: Yea
Aaron Rivera: Yea

Yea: 7, Nay: 0

At this point a motion was made to recess for 15 minutes by Trustee Aaron Rivera and seconded by Trustee Lucia Regalado, Passed.

5. RECOGNITION OF OUTGOING BOARD PRESIDENT

Presenter: Dr. René Gutiérrez, Superintendent

For information purposes only.

6. NOMINATION OF OFFICERS

Presenter: Dr. René Gutiérrez, Superintendent

Motion to nominate Trustee Lucia Regalado as Board President. This motion, made by Trustee Lizzie Kittleman and seconded by Trustee Lucia Regalado, Passed.

Robert Carreon: Yea
Erica de la Garza-Lopez: Yea
Roberto Haddad: Yea
Lizzie Kittleman: Yea
Sofia Peña: Yea
Lucia Regalado: Yea
Aaron Rivera: Yea

Yea: 7, Nay: 0

Motion to cease nominations. This motion, made by Trustee Roberto Haddad and seconded by Trustee Sofia Peña, Passed.

Robert Carreon: Yea
Erica de la Garza-Lopez: Yea
Roberto Haddad: Yea
Lizzie Kittleman: Yea
Sofia Peña: Yea
Lucia Regalado: Yea
Aaron Rivera: Yea

Yea: 7, Nay: 0

7. REORGANIZATION OF THE BOARD OF TRUSTEES

Presenter: Dr. René Gutiérrez, Superintendent

Motion to nominate Trustee Robert Carreon as Vice-President. This motion, made by Trustee Roberto Haddad and seconded by Trustee Lizzie Kittleman, Passed.

Robert Carreon: Yea
Erica de la Garza-Lopez: Yea
Roberto Haddad: Yea
Lizzie Kittleman: Yea
Sofia Peña: Yea
Lucia Regalado: Yea
Aaron Rivera: Yea
Yea: 7, Nay: 0

Motion to nominate Trustee Roberto Haddad as Secretary. This motion, made by Trustee Sofia Peña and seconded by Trustee Robert Carreon, Passed.

Robert Carreon: Yea
Erica de la Garza-Lopez: Yea
Roberto Haddad: Yea
Lizzie Kittleman: Yea
Sofia Peña: Yea
Lucia Regalado: Yea
Aaron Rivera: Yea
Yea: 7, Nay: 0

8. ADJOURNMENT

Motion to adjourn meeting. This motion, made by Trustee Sofia Peña and seconded by Trustee Roberto Haddad, Passed.

Robert Carreon: Yea
Erica de la Garza-Lopez: Yea
Roberto Haddad: Yea
Lizzie Kittleman: Yea
Sofia Peña: Yea
Lucia Regalado: Yea
Aaron Rivera: Yea
Yea: 7, Nay: 0

Board President

Board Secretary



Regular Meeting

Tuesday, May 12, 2026 6:00 PM

UTRGV McAllen ISD Collegiate Academy, 801 East Lakeview Drive, McAllen, Texas 78501

Attendance Taken at 6:00 PM.

Robert Carreon: Present

Erica de la Garza-Lopez: Present

Roberto Haddad: Present

Lizzie Kittleman: Present

Sofía Peña: Present

Lucia Regalado: Present

Aaron Rivera: Present

Trustee Erica De La Garza left after close session 9:20 p.m.

1. CALL MEETING TO ORDER

Meeting was called to order at 6:07 pm.

2. MOMENT OF SILENCE

3. PLEDGE OF ALLEGIANCE

4. PUBLIC COMMENT(S)

The following community member(s) addressed the Board:

1. Chelsea Gossett (Lunch/recess)
2. Cherylyn Velazquez (Lunch and Recess Routine)
3. Priscilla Alvarez (Recess Time)
4. Aisha Gonzalez (Campus Security)
5. Cristina Farias (Recess Time and Silent Lunches)
6. Hershhal Patel (Child Nutrition)
7. Alex Palacios (PM/CM Bond Topics)

5. PROCLAMATION(S)

A) Discussion and Possible Action to Adopt the Proclamation Regarding Lupus Awareness Month (May 2026)

Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations

Presenter: Dr. René Gutiérrez, Superintendent

Motion to adopt Proclamation Regarding Lupus Awareness Month (May 2026). This motion, made by Trustee Sofía Peña and seconded by Trustee Robert Carreon, Passed.

Robert Carreon: Yea
Erica de la Garza-Lopez: Yea
Roberto Haddad: Yea
Lizzie Kittleman: Yea
Sofia Peña: Yea
Lucia Regalado: Yea
Aaron Rivera: Yea
Yea: 7, Nay: 0

6. CONSENT AGENDA ITEMS

A) Discussion and Possible Action on Interlocal Cooperation Contract No. 2027-001 Speech Language Intervention and Diagnostic Services with The University of Texas Rio Grande Valley

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services and Jeanette Nino, Associate Superintendent for Instructional Leadership
Presenter: Dr. René Gutiérrez, Superintendent

Motion to approve Industry Training Agreement No. 2027-002 Supported Transition and Road to Independence: Development and Employment for Students ("STRIDES") Training and Educational Services with South Texas College from September 2026 through May 2027. This motion, made by Trustee Sofia Peña and seconded by Trustee Roberto Haddad, Passed.

Robert Carreon: Yea
Erica de la Garza-Lopez: Yea
Roberto Haddad: Yea
Lizzie Kittleman: Yea
Sofia Peña: Yea
Lucia Regalado: Yea
Aaron Rivera: Yea
Yea: 7, Nay: 0

B) Discussion and Possible Action on Industry Training Agreement No. 2027-002 Supported Transition and Road to Independence: Development and Employment for Students ("STRIDES") Training and Educational Services with South Texas College
Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

Motion to approve Industry Training Agreement No. 2027-002 Supported Transition and Road to Independence: Development and Employment for Students ("STRIDES") Training and Educational Services with South Texas College from September 2026 through May 2027. This motion, made by Trustee Sofia Peña and seconded by Trustee Roberto Haddad, Passed.

Robert Carreon: Yea
Erica de la Garza-Lopez: Yea
Roberto Haddad: Yea

Lizzie Kittleman: Yea
 Sofia Peña: Yea
 Lucia Regalado: Yea
 Aaron Rivera: Yea

Yea: 7, Nay: 0

C) Discussion and Possible Action on Request for Proposal No. 2024-1014 Advertising, Marketing, Media and Related Products and Services (Round 5)

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Presenter: Dr. René Gutiérrez, Superintendent

Motion to approve Request for Proposal No. 2024-1014 Advertising, Marketing, Media and Related Products and Services (Round 5), and award vendors on the attached list, for a coterminous term through June 30, 2027. This motion, made by Trustee Sofia Peña and seconded by Trustee Roberto Haddad, Passed.

Robert Carreon: Yea
 Erica de la Garza-Lopez: Yea
 Roberto Haddad: Yea
 Lizzie Kittleman: Yea
 Sofia Peña: Yea
 Lucia Regalado: Yea
 Aaron Rivera: Yea

Yea: 7, Nay: 0

RECOMMENDED VENDORS

Request for Proposal No. 2024-1014

Advertising, Marketing, Media and Related Products and Services (Round 5)

No.	Vendor Name	City	State	Recommendation
1	Brand Humans (Brand Humans LLC)	Houston	TX	Qualified
2	CTEPromoVideos.com (Shine 49 Media House, LLC)	Blue Ridge	TX	Qualified
3	Howard Family Media Group (EBH Fitness LLC)	El Paso	TX	Qualified
4	Legacy Media Company LLC	Fairview	TX	Qualified
5	Primo Advertising LLC	Fort Worth	TX	Qualified

D) Discussion and Possible Action on Request for Proposal No. 2024-1020 Professional Development, Site Licenses, Supplemental Materials, & Other Related Products and Services (Round 25)

Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations

Presenter: Dr. René Gutiérrez, Superintendent

Motion to approve Request for Proposal No. 2024-1020 Professional Development, Site Licenses, Supplemental Materials, & Other Related Products and Services (Round 25), and approve the companies on the attached list as qualified vendors, for a coterminous term through June 30, 2027. This motion, made by Trustee Sofia Peña and seconded by Trustee Roberto Haddad, Passed.

Robert Carreon: Yea
 Erica de la Garza-Lopez: Yea

Roberto Haddad: Yea
 Lizzie Kittleman: Yea
 Sofia Peña: Yea
 Lucia Regalado: Yea
 Aaron Rivera: Yea
 Yea: 7, Nay: 0

RECOMMENDED VENDORS

Request for Proposal No. 2024-1020 Professional Development, Site Licenses, Supplemental Materials, & Other Related Products and Services (Round 25)

No.	Vendor Name	City	State	Recommendation
1	Forde-Ferrier, LLC	San Antonio	TX	Qualified
2	Good Measure Group LLC	Austin	TX	Qualified
3	JW Creative Company	Dover	PA	Qualified
4	Lamb Consulting LLC	New Orleans	LA	Qualified
5	Neuhaus Education Center (The W. Oscar Neuhaus Memorial Foundation)	Bellaire	TX	Qualified
6	Teacher Study Hall LLC (Dorian Valentina Wesley)	Houston	TX	Qualified

7. INSTRUCTIONAL SERVICES/ INSTRUCTIONAL LEADERSHIP, HUMAN RESOURCES, BUSINESS AND OPERATIONS, AND BOARD OF TRUSTEES ITEMS

A) Instructional Services/ Instructional Leadership Item(s) (Dr. Rosalba De Hoyos and/or Jeanette Nino)

1. Report Regarding Elementary Recess and Lunch Procedures
 Item Submitted: Jeanette Nino, Associate Superintendent for Instructional Leadership

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

2. Report Regarding Student Health Advisory Council (SHAC)

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

B) Human Resources Item(s) (Dr. Albert Canales)

1. Report Regarding 2025-2026 McAllen Independent School District Professional Employee Opinion Survey

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

2. Report Regarding the Strategic Plan Update

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

3. Discussion on McAllen ISD Board Policy to Amend Policy DEC (LOCAL): Payment for Accumulated Leave Upon Retirement (First Reading)

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer
Presenter: Dr. René Gutiérrez, Superintendent
[For information purposes only.](#)

C) Business and Operations Item(s) (Lorena Garcia)

1. Report Regarding Bond 2026 Next Steps to include the following:
 - a. Sale of Bonds (Estrada Hinojosa)
 - b. Bond Oversight Committee Criteria
 - c. Framework for Project Managers

Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

2. Report Regarding the Delinquent Tax Collections for the Period of January 1, 2026 to March 31, 2026

Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

3. Report Regarding Taxes Collected for the Quarter of January - March 2026

Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

4. Report Regarding the Financial and Investment Report for the Quarter of January – March 2026

Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

5. Discussion and Possible Action of the McAllen Independent School District April Budget Amendment for Fiscal Year Beginning July 1, 2025 and Ending June 30, 2026

Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations

Presenter: Dr. René Gutiérrez, Superintendent

[Motion to approve the McAllen Independent School District April Budget Amendment for the General Fund and Debt Service Fund for Fiscal Year Beginning July 1, 2025 and Ending June 30, 2026. This motion, made by Trustee Sofia Peña and seconded by Trustee Robert Carreon, Passed.](#)

Robert Carreon: Yea

Erica de la Garza-Lopez: Yea

Roberto Haddad: Yea

Lizzie Kittleman: Yea

Sofia Peña: Yea

Lucia Regalado: Yea

Aaron Rivera: Yea
Yea: 7, Nay: 0

6. Discussion and Possible Action on a Resolution Relating to Establishing the McAllen Independent School District's Intention to Reimburse Itself for the Prior Lawful Expenditure of Funds Relating to Constructing Various School District Improvements from the Proceeds of One or More Series of Tax-exempt Obligations to be Issued by the District for Authorized Purposes; Authorizing other Matters Incident and Related Thereto

Item Submitted: Lorena Garcia, Deputy Superintendent for Business and Operations

Presenter: Dr. René Gutiérrez, Superintendent

Motion to Resolution Relating to Establishing the McAllen Independent School District's Intention to Reimburse Itself for the Prior Lawful Expenditure of Funds Relating to Constructing Various School District Improvements from the Proceeds of One or More Series of Tax-exempt Obligations to be Issued by the District for Authorized Purposes; Authorizing other Matters Incident and Related Thereto. This motion, made by Trustee Sofia Peña and seconded by Trustee Robert Carreon, Passed.

Robert Carreon: Yea
Erica de la Garza-Lopez: Yea
Roberto Haddad: Yea
Lizzie Kittleman: Yea
Sofia Peña: Yea
Lucia Regalado: Yea
Aaron Rivera: Yea
Yea: 7, Nay: 0

D) Board of Trustees Item(s)

1. Discussion and Possible Action on Approval of Board of Education Meeting Minutes

Motion to approve Board of Education meeting minutes as listed. This motion, made by Trustee Sofia Peña and seconded by Trustee Roberto Haddad, Passed.

Robert Carreon: Yea
Erica de la Garza-Lopez: Yea
Roberto Haddad: Yea
Lizzie Kittleman: Yea
Sofia Peña: Yea
Lucia Regalado: Yea
Aaron Rivera: Yea
Yea: 7, Nay: 0

8. RECESS TO CLOSED SESSION: Board of Trustees may go into Closed Session pursuant to Section(s) 551.071, 551.072, 551.074, 551.076, and 551.089 Texas Government Code, to discuss the following:

Meeting recessed to closed session at 8:36 pm.

- A) Human Resources Recommendation(s) for School Year 2025-2026
- B) Discussion of Human Resources Employee Resignation(s) and Retirees for School Year 2025-2026
- C) Discussion of Superintendent’s Recommendation Concerning the Renewal of 2025-2026 Employee Contracts of Teachers and Other Professional Personnel for the 2026-2027 School Year - Policy DC (LEGAL)
Presenter: Dr. René Gutiérrez, Superintendent
- D) Discussion of Superintendent’s Recommendation Concerning the Nonrenewal of Probationary Contracts of Employees At End of Year - Policy DFAB (LEGAL)
Presenter: Dr. René Gutiérrez, Superintendent
- E) Discussion of Superintendent's Recommendation Concerning the Nonrenewal of 2025-2026 Employee Term Contracts of Teachers and Other Professional Personnel for the 2026-2027 School Year - Policy DC (LEGAL) & Policy DFBB (LOCAL)
Presenter: Dr. René Gutiérrez, Superintendent
- F) Discussion Regarding School Safety and Security
- G) Pending and/or Potential Litigation
- H) Possible Real Estate Acquisition

9. RECONVENE IN OPEN SESSION

Meeting reconvened at 9:22 pm. At this time Trustee Erica De Le Garza-Lopez left meeting.

10. ACTION ON ITEM(S) IN CLOSED SESSION

- A) Discussion and Possible Action of Human Resources Recommendation(s) for School Year 2025-2026

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Presenter: Dr. René Gutiérrez, Superintendent

No Recommendation.

- B) Discussion of Human Resources Employee Resignation(s) and Retirees for School Year 2025-2026

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Presenter: Dr. René Gutiérrez, Superintendent

- C) Discussion and Possible Action of Superintendent’s Recommendation Concerning the Renewal of 2025-2026 Employee Contracts of Teachers and Other Professional Personnel for the 2026-2027 School Year - Policy DC (LEGAL)

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Presenter: Dr. René Gutiérrez, Superintendent

Motion to approve the Superintendent's recommendation concerning the renewal of 2025-2026 Employee Contracts of Teachers and Other Professional Personnel for the 2026-2027 School Year. This motion, made by Trustee Robert Carreon and seconded by Trustee Sofia Peña, Passed.

- Robert Carreon: Yea
- Erica de la Garza-Lopez: Absent
- Roberto Haddad: Yea
- Lizzie Kittleman: Yea
- Sofia Peña: Yea
- Lucia Regalado: Yea
- Aaron Rivera: Yea

Yea: 6, Nay: 0

1-Absent

D) Discussion and Possible Action of Superintendent's Recommendation Concerning the Nonrenewal of Probationary Contracts of Employees At End of Year - Policy DFAB (LEGAL)

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Presenter: Dr. René Gutiérrez, Superintendent

No Recommendation.

E) Discussion and Possible Action of Superintendent's Recommendation Concerning the Nonrenewal of 2025-2026 Employee Term Contracts of Teachers and Other Professional Personnel for the 2026-2027 School Year - Policy DC (LEGAL) & Policy DFBB (LOCAL)

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Presenter: Dr. René Gutiérrez, Superintendent

No Recommendation.

F) Discussion Regarding School Safety and Security

G) Pending and/or Potential Litigation

H) Possible Real Estate Acquisition

11. SCHEDULED MEETINGS

A.) Board Workshop (Student Recognition) - May 19, 2026 - 5:30 p.m. McAllen High School Auditorium

B.) Regular Board Meeting - May 26, 2026 - 5:30 p.m. Dr. Ricardo Chapa Board Room

12. ADJOURNMENT

Motion to adjourn meeting at 9:25 pm. This motion, made by Trustee Robert Carreon and seconded by Trustee Sofia Peña, Passed.

Robert Carreon: Yea

Erica de la Garza-Lopez: Absent

Roberto Haddad: Yea

Lizzie Kittleman: Yea

Sofia Peña: Yea

Lucia Regalado: Yea

Aaron Rivera: Yea

Yea: 6, Nay: 0

1-Absent

Board President

Board Secretary



Board Workshop

Tuesday, May 19, 2026 5:30 PM

Auditorium/McAllen High School, 2021 La Vista, McAllen, TX 78501

Attendance Taken at 5:40 PM.

Robert Carreon:	Present
Erica de la Garza-Lopez:	Absent
Roberto Haddad:	Present
Lizzie Kittleman:	Present
Sofía Peña:	Present
Lucia Regalado:	Present
Aaron Rivera:	Present

1. CALL MEETING TO ORDER

Meeting was called to order at 5:40 pm.

2. PUBLIC COMMENT(S)

The following community member(s) addressed the Board: None.

3. INSTRUCTIONAL SERVICES

A) Recognition of the Braille and Low Vision Challenge Participants
Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services and Jeanette Nino, Associate Superintendent for Instructional Leadership
Presenter: Dr. René Gutiérrez, Superintendent
[For information purposes only.](#)

B) Recognition of the Special Olympics Track and Field Area Competition
Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services and Jeanette Nino, Associate Superintendent for Instructional Leadership
Presenter: Dr. René Gutiérrez, Superintendent
[For information purposes only.](#)

C) Recognition of 2nd Place Regional Champions for Batalla De Los Libros
Item Submitted: Jeanette Nino, Associate Superintendent for Instructional Leadership
Presenter: Dr. René Gutiérrez, Superintendent
[For information purposes only.](#)

D) Recognition of the 2026 Chess National Qualifiers and Winners
Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services and Jeanette Nino, Associate Superintendent for Instructional Leadership

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

E) Recognition of State Junior Citizen Bee Qualifiers

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

F) Recognition of the Student Finalists for the McAllen ISD and Region One Torneo de Ortografía 2026 (Spanish Spelling Bee)

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services and Jeanette Nino, Associate Superintendent for Instructional Leadership

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

G) Recognition of James “Nikki” Rowe High School Vertical Team/Elementary Academic UIL

Item Submitted: Debra Loya, Director of Fine Arts

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

H) Recognition of McAllen High School Vertical Team/Elementary Academic UIL

Item Submitted: Debra Loya, Director of Fine Arts

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

I) Recognition of McAllen Memorial High School Vertical Team/ Elementary Academic UIL

Item Submitted: Debra Loya, Director of Fine Arts

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

J) Recognition of James “Nikki” Rowe High School Vertical Team/Middle School & High School Academic UIL

Item Submitted: Debra Loya, Director of Fine Arts

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

K) Recognition of McAllen High School Vertical Team/Middle School & High School Academic UIL

Item Submitted: Debra Loya, Director of Fine Arts

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

L) Recognition of McAllen Memorial High School Vertical Team/Middle School & High School Academic UIL

Item Submitted: Debra Loya, Director of Fine Arts

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

M) Recognition of State Qualifiers for the Texas Math and Science Coaches Association (TMSCA)

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

N) Recognition of State Science & Engineering Fair Qualifiers

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

O) Recognition of State Science Olympiad Qualifiers

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

P) Recognition of Middle School Junior Division State NHD (National History Day) History Fair Qualifiers

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

Q) Recognition of High School Senior Division State NHD (National History Day) History Fair Qualifiers

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

R) Recognition of Students Selected as Luminary Scholarship Recipients

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

S) Recognition of Students Selected as QuestBridge Scholarship Recipients

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

T) Recognition of Student Selected as Thrive Scholars Recipient

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

U) Recognition of Students Selected to Attend Boys and Girls State Summer 2026

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

V) Recognition of McAllen Memorial High School Vertical Team/Career Technical Education State Qualifiers and Winners

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

W) Recognition of James "Nikki" Rowe High School Vertical Team/Career Technical Education State Qualifiers and Winners

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

X) Recognition of McAllen High School Vertical Team/Career Technical Education State Qualifiers and Winners

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

4. FINE ARTS

A) Recognition of James "Nikki" Rowe High School Vertical Team/Fine Arts

Item Submitted: Debra Loya, Director of Fine Arts

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

B) Recognition of McAllen Memorial High School Vertical Team/Fine Arts

Item Submitted: Debra Loya, Director of Fine Arts

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

C) Recognition of McAllen High School Vertical Team/Fine Arts

Item Submitted: Debra Loya, Director of Fine Arts

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

5. ATHLETICS

A) Recognition of McAllen High School Athletics

Item Submitted: Brian McClenny, Director of Athletics

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

B) Recognition of Memorial High School Athletics

Item Submitted: Item Submitted: Brian McClenny, Director of Athletics

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

C) Recognition of James "Nikki" Rowe High School Athletics

Item Submitted: Item Submitted: Brian McClenny, Director of Athletics

Presenter: Dr. René Gutiérrez, Superintendent

[For information purposes only.](#)

6. ADJOURNMENT

Motion to adjourn meeting at 7:54 pm. This motion, made by Trustee Robert Carreon and seconded by Trustee Sofia Peña, Passed.

Robert Carreon: Yea

Erica de la Garza-Lopez: Absent
Roberto Haddad: Yea
Lizzie Kittleman: Yea
Sofia Peña: Yea
Lucia Regalado: Yea
Aaron Rivera: Yea
Yea: 6, Nay: 0, Absent: 1

Board President

Board Secretary

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on Human Resources Recommendation(s) for School Year 2025-2026

REFERENCE: Goal 2: People Development; Strategy 2: Attract/Retain High Quality Staff

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

McAllen Independent School District utilizes a comprehensive hiring system that screens, evaluates and recommends the "best" candidates with the skill sets to maximize student learning. All recommended candidates meet compliance with State Law requirements, that is to increase the academic achievement of all students by helping campuses and district improve teacher quality.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Considerations are made in accordance with Board Policy DC (LEGAL) and District Staffing Guidelines. Individual(s) to be identified under separate cover.

LEGAL REVIEW:

Not Applicable.

BUDGETARY CONSIDERATIONS:

Provided with individuals identified under separate cover.

RECOMMENDED BOARD ACTION:

That the Board of Trustees approve Human Resources Recommendation(s) for School Year 2025-2026.

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (May 21, 2026 20:29:48 CDT)

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (May 22, 2026 09:21:36 CDT)

For further information contact:
Name: Dr. Albert Canales, Chief Human Resources Officer
Office: (956) 618-6009
Email: albert.canales@mcallenisd.net

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (May 22, 2026 09:27:49 CDT)

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Superintendent of Schools

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on Human Resources Recommendation(s) for School Year 2026-2027

REFERENCE: Goal 2: People Development; Strategy 2: Attract/Retain High Quality Staff

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

McAllen Independent School District utilizes a comprehensive hiring system that screens, evaluates and recommends the "best" candidates with the skill sets to maximize student learning. All recommended candidates meet compliance with State Law requirements, that is to increase the academic achievement of all students by helping campuses and district improve teacher quality.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Considerations are made in accordance with Board Policy DC (LEGAL) and District Staffing Guidelines. Individual(s) to be identified under separate cover.

LEGAL REVIEW:

Not Applicable.

BUDGETARY CONSIDERATIONS:

Provided with individuals identified under separate cover.

RECOMMENDED BOARD ACTION:

That the Board of Trustees approve Human Resources Recommendation(s) for School Year 2026-2027.

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (May 21, 2026 20:29:09 CDT)

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (May 22, 2026 09:40:23 CDT)

For further information contact:
Name: Dr. Albert Canales, Chief Human Resources Officer
Office: (956) 618-6009
Email: albert.canales@mcallenisd.net

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (May 22, 2026 10:12:39 CDT)

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Superintendent of Schools

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion of Human Resources Employee Resignation(s) and Retirees for School Year 2025-2026

REFERENCE: Goal 2: People Development; Strategy 2: Attract/Retain High Quality Staff

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

Employees desiring to voluntarily separate from the school district for reasons such as retirement, relocation or other such reasons provide written notice to their immediate supervisor and the Human Resources Department. All resignations include current position, work site and date resignation is to be effective.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Human Resources Department shall notify all appropriate personnel of the resignation, including the Payroll Department. All vacant positions will be closely reviewed by corresponding department administration, along with aligning to staffing guidelines and addressing staffing needs in determining position status.

LEGAL REVIEW:

Not Applicable

BUDGETARY CONSIDERATIONS:

Not Applicable

RECOMMENDED BOARD ACTION:

This item is for information only. No Board action required.

Attachment:

SUBMITTED BY: *Alberto Canales*
[Alberto Canales \(May 21, 2026 20:28:10 CDT\)](#)

SUPERVISOR: *Lorena Garcia*
[Lorena Garcia \(May 22, 2026 10:29:09 CDT\)](#)

For further information contact:
Name: Dr. Albert Canales, Chief Human Resources Officer
Office: (956) 618-6009
Email: alberto.canales@mcallsisd.net

Approved for presentation to the Board of Education:

Rene Gutierrez
[RENE GUTIERREZ \(May 22, 2026 11:35:47 CDT\)](#)

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Superintendent of Schools

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 2, 2026

SUBJECT: Discussion and Possible Action on the Recommendation of the Executive Director of Technology Department for the 2025-2026 School Year

REFERENCE: Goal 2: People Development; Strategy 2: Attract/Retain High Quality Staff

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

The position of Executive Director of Technology Department is a vacancy for the 2025-2026 school year.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

The executive director pool vacancy was posted on March 12, 2026 and interviews were conducted on May 21, 2026. The interview committee made their recommendation to the Superintendent. Recommendation will be presented under separate cover.

LEGAL REVIEW:

Not Applicable

BUDGETARY CONSIDERATIONS:

This is a budgeted position.

RECOMMENDED BOARD ACTION:

That the Board of Trustees approve the Superintendent's recommendation for the Executive Director of Technology Department for the 2025-2026 School Year.

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (May 26, 2026 08:48:52 CDT)

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (May 27, 2026 08:24:41 CDT)

For further information contact:
Name: Dr. Albert Canales, Chief Human Resources Officer
Office: (956) 618-6009
eMail: albert.canales@mcallenisd.net

Approved for presentation to the Board of Education:

René Gutierrez
RENE GUTIERREZ (May 27, 2026 09:48:44 CDT)

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Superintendent of Schools